



Department of Materials Science and Engineering

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN





Gender Equity Report

- Timeline
 - Gender equity workshop, May 18-20, 2008
 - Organizing committee: Bonnell, Farkas, Robertson, Rockett, Sinnott, Yang
 - Report includes two pages of “recommendations” and “recommended follow up”
 - Reports by Angus Rockett, November 2009
 - First report mostly concerned with ideas for “family friendly” policies; ends with questions about UMC’s role.
 - Second report summarizes workshop; ends with “action items” for UMC.



...from Rockett's summary

- There should be a follow up process to determine what additional changes need to be made to accelerate progress in gender equity.
 - **Doing this here.**
- Departments should strengthen documentation and enforcement of procedures.
 - **One report of specific documentation in place.**
- Departments should strengthen mentoring of junior faculty.
 - **Two reports of strengthened efforts at mentoring junior faculty.**
- Departments should raise awareness of gender bias and work to eliminate hostile attitudes.
 - **Nine departments reported increased awareness and specific efforts to reduce inequities.**



...from Rockett's summary

- A new type of training session should be developed that would be more effective in conveying the facts and consequences of gender bias.
 - **No change made in this area.**
- The UMC should establish a certification of “family-friendly” or “gender equivalent” institutions.
 - **Appointment of a committee to study this is in progress.**
- Novel approaches to adjusting job responsibilities of faculty, staff, and students to permit them to deal with family/life issues are needed that do not carry stigmas.
 - **No change in this area.**
- Faculty and national laboratory staff need to promote the benefits of their careers to women.
 - **At least two departments report a change in this area.**



...from Rockett's summary

- Samples of changes made:
 - Establishment of an ADVANCE program on campus.
 - Increased consideration of “non-professional” responsibilities and mentoring with these.
 - Best practices in recruiting women and other policy documents in place.
 - Sabbaticals, maternity leave, and stopped tenure clocks for women faculty
 - Increased diversity on search committee.
 - Faculty meetings scheduled during normal business hours.
 - Increased mentoring of female faculty.
 - An internal workshop on gender and race sensitivity and behavior in the classroom at one institution.



My thoughts...

- Huge amount of activity by committees (campus, college, department) and ADVANCE teams.
- Many valuable ideas are being implemented. Much of this activity is (appropriately) at the campus or college-level.
- The Department level is, of course, where things really have to change but still unclear what UMC should be doing to facilitate change.



View from Urbana

- University of Illinois recently ranked as one of top 15 research universities “most friendly to junior faculty”.
- Katehi (now chancellor at UC Davis) was influential as provost in improving searches and promotion.
- College of Engineering is still at the “committee report” stage.
- MatSE at Illinois funded a new named lecture, “Racheff lecture”: D. Bonnell (2010), E. Williams (2011)