ADVANCE-Nebraska
Advancing Women, Advancing STEM

Introductions

Co–PIs

PI Prem Paul
Vice Chancellor for Research and Economic Development

co-PI Namas Chandra
Associate Dean of Engineering

co-PI Mary Anne Holmes
Director; Earth & Atmospheric Sciences

co-PI David Manderscheid
Dean of Arts & Sciences

co-PI Julia McQuillan
Sociology

Tab 4 / binder
**Theory of Change**

Individual | Interactional | Institutional
---|---|---

Risman, 2004

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**Proposed Program**

**Five Barriers to Gender Equity at UNL**

1. Limited and Inconsistent Dual Career Policy
   - Informal poll of chairs, 2008
     - 49% of STEM women in A&S, Engineering (11% ☀)
     - 77% of ☉’s partners are tenure-track (66% of ☀’s partners)
   - Department chairs’ main concern

*Proposed Response:* Dual Career Program
Proposed Program

Five Barriers to Gender Equity at UNL

2. Perceived lack of Family–Friendly Policies
   - Stop-the-Tenure-Clock
   - Modified Duties
   - Temporary Part-Time Tenure-Track
   - Child-Care Center opened Fall, 2008

Proposed Response: Dissemination

Proposed Program

Five Barriers to Gender Equity at UNL

3. Under-recruitment of women to STEM applicant pools

2006 Hiring Data for A&S + Engineering
16 Positions Filled

Number of People

<table>
<thead>
<tr>
<th></th>
<th>0</th>
<th>20</th>
<th>40</th>
<th>60</th>
<th>80</th>
</tr>
</thead>
<tbody>
<tr>
<td>applicant pool</td>
<td>men</td>
<td>40</td>
<td>70</td>
<td>13%</td>
<td>18</td>
</tr>
<tr>
<td>short list</td>
<td>women</td>
<td>44</td>
<td>16%</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>hired</td>
<td>undisclosed</td>
<td>13</td>
<td>19%</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
Proposed Program

Five Barriers to Gender Equity at UNL

3. Under-recruitment of women to STEM applicant pools

Proposed Response:

Recruit Committee
Recruitment Ambassadors
Departmental Grants

Proposed Program

Five Barriers to Gender Equity at UNL

4. Retention of STEM Women

<table>
<thead>
<tr>
<th>2001 - 2006</th>
<th>Net UNL Women</th>
<th>Net UNL Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professors</td>
<td>-5 / 15 -33%</td>
<td>-58 / 175 -33%</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>-2 / 10 -20%</td>
<td>-23 / 110 -21%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>-6 / 21 -29%</td>
<td>-14 / 64 -22%</td>
</tr>
</tbody>
</table>
Proposed Program
Five Barriers to Gender Equity at UNL
4. Retention of STEM Women

*Proposed Response:*
- Innovative research on academic networks
- Informal networking opportunities
  - Faculty Development Workshops
  - Writing Retreats
  - Paths to Success Luncheons

Proposed Program
Five Barriers to Gender Equity at UNL
5. Implicit Bias and Misconceptions

*Proposed Response:*
- Promote Committee
- Workshops
Proposed Program
Recognize a Department for Progress
Chancellor’s STEM Award

The Program
Program Structure
The Program

Program Structure

PI: Prem Paul, Vice Chancellor for Research

co-PI’s:

• Namas Chandra, Associate Dean, Engineering
• Mary Anne Holmes, Program Director; Earth and Atmospheric Sciences
• David Manderscheid, Dean, Arts & Sciences
• Julia McQuillan, Sociology

The Program

Program Structure: Additional Key Personnel

• Nancy Busch, Associate Dean, University Libraries; Head of Internal Evaluation
• Christina Falci, Sociology – Networks Research
• Susan Fritz, Institute of Agriculture and Natural Resources (IANR) Associate Vice Chancellor and Interim Dean of IANR's Agricultural Research Division
• Jill Hochstein, Program Manager
• Evelyn Jacobson, Academic Administrative Director of ADVANCE

Office housed in Administration Building (21 Canfield)
The Program

Program Structure: Key Management Components

- Internal Advisory Board
  - Jim Lewis, Mathematics, Chair
  - 6 faculty; 4 additional administrators
- External Evaluator, Dr. Ann Austin
- Internal Evaluation Team
- External Advisory Board
- ADVANCE Faculty Committee
  formerly “Recruit-Nebraska” and “Promote-Nebraska”

Management Structure

ADVANCE Nebraska Organizational Chart

Internal Evaluation Team
Nancy Buich, Mindy Anderson-Knorx

Promote Committee

Jil Hochstain
Project Manager
The Program

Dual Career Program: Procedure

Advancement funds pay 1/4 of partner salary for three years

Office of Research pays 1/3 of startup

Dual Career Program: Success Rate

Year 1:
• Short List Candidates contacted: 114
• Of 36 Positions/offers, 8 were D.C. (22%)
• 3 hired (2 ♀, 1 ♂)
• 1 ♀ hired w/out partner
• 1 ♂ hired w/out spouse is a post-doc
The Program

Dual Career Program: Success Rate

Total hires to date: 7 (3 ♀, 4 ♂)

- New Director, School of Biological Sciences
- 3 ♀ in process (currently post-docs in Engineering)

- 1 ♀ Electrical Engineering
- 2 ♀ Mechanical Engineering/Eng Mech
- 1 ♀ Mathematics
- 2 ♀ Biochemistry
- 1 ♀ School of BioSciences

- –2 = 5 retained

The Program

2. Disseminate Family–Friendly Policies
   - Brochure
   - Dissemination in E-News, at all events

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
<th>STEM Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000/01</td>
<td>1</td>
<td>1</td>
<td>394</td>
</tr>
<tr>
<td>2001/02</td>
<td>0</td>
<td>1</td>
<td>398</td>
</tr>
<tr>
<td>2002/03</td>
<td>1</td>
<td>1</td>
<td>404</td>
</tr>
<tr>
<td>2003/04</td>
<td>0</td>
<td>3</td>
<td>414</td>
</tr>
<tr>
<td>2004/05</td>
<td>0</td>
<td>0</td>
<td>417</td>
</tr>
<tr>
<td>2005/06</td>
<td>1</td>
<td>0</td>
<td>422</td>
</tr>
<tr>
<td>2006/07</td>
<td>0</td>
<td>1</td>
<td>413</td>
</tr>
<tr>
<td>2007/08</td>
<td>2</td>
<td>2</td>
<td>416</td>
</tr>
<tr>
<td>2008/09</td>
<td>0</td>
<td>0</td>
<td>430</td>
</tr>
<tr>
<td>2009/10</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>2010/11</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

CCSW produced brochure

Tab 9
The Program

3. Recruit Women to Applicant Pools

All programs in place:

- Recruit Committee:
  - Best Practices one-pager (Tab 7)

- Showcase Visits
  - 1 Year 1; 0 Year 2; 3 Year 3 (2 departments)

- Recruitment Ambassadors
  - 0 Years 1–2; 3 in Year 3 (2 departments)

- Workshops / Chairs, Faculty
  - 5 held Year 2; 1 held Year 3

The Program

3. Recruit Women to Applicant Pools

- Tagline on all faculty ads
  - The University of Nebraska has an active National Science Foundation ADVANCE gender equity program and is committed to a pluralistic campus community through affirmative action, equal opportunity, work–life balance, and dual careers.

- For 2010–11
  - Department / Search Committee Visits
    - “Best Practices” handout
    - Sample letters of recruitment
  - Results
    - Invited to a non–STEM department
    - “very useful information”
The Program

4. Retention

Network and Climate Survey Results

<table>
<thead>
<tr>
<th></th>
<th>Full</th>
<th>Associate</th>
<th>Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>14</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>97</td>
<td>51</td>
<td>32</td>
</tr>
</tbody>
</table>

F test p < .05

Tab 8

The Program

4. Retention

2008 Network Survey Results

Friendship Network

Friendship Ties x Race & Gender

N=341 faculty in 10 departments
* significant mean difference from white men (p < .10)

node size ∝ centrality score

Falci, McQuillan, Watanabe & Holmes, submitted 2011

Tab 8
The Program

4. Retention

Informal Networking Opportunities

Paths to Success
Luncheons
2008-2010

Conversations
2010-
86-90% approval
Tab 9

Receptions
2010-

The Program

4. Retention

Faculty Development

• 3 COACH Workshops
• Writing Retreats
  o One week
  o Each summer
  o At least 1 paper/proposal completed per participant
The Program

5. Address Implicit Bias, Misperceptions
   • Promote Committee
     o Workshop
     o Conversations facilitators

The Program

Program Development
   • Combined Committees
     o One committee, 2 subcommittees
   • Conversations / Paths to Success
   • Departmental Visits
   • Search Committee Visits
The Program

Budget Changes
• S. Adams’ salary -> dual career hires
• Unspent Recruitment Ambassador funds
  -> Academic Administrative Director
• Showcase Visit funds -> dual career
  partner’s on-campus interview
• Unspent survey funds -> BOSR research*

*exit surveys, search committee focus groups, new hire interviews

The Program

Personnel Changes
• Prem Paul (VC/Research) replaced
  Barbara Couture (provost) as PI
• Added Academic Administrative
  Director Evelyn Jacobson
• co–PI Namas Chandra replaced
  Stephanie Adams
• Added student help / writing, E–News
Evaluation

• Active internal evaluation team
  o Anderson-Knott, Busch, Falci, Holmes, Jacobson, McQuillan
  o Meets twice/month

• Comprehensive evaluation
  o Each event evaluated
  o Mixed methods

• Formative, Responsive
  o Initiated Conversations
  o Recruitment Ambassadors more flexible

• External Evaluator Dr. Ann Austin
  o Three visits to campus, one teleconference
  o Two Evaluation reports (on flash drive)
**Impact**

Department Participation

**City Campus**

31% of STEM faculty

**East Campus**

Tab 9

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**Impact**

% Women in UNL STEM Filled Assistant Professor Applicant Pools

<table>
<thead>
<tr>
<th>Year</th>
<th>2006-07</th>
<th>2007-08</th>
<th>2008-09</th>
<th>2009-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>15</td>
<td>16</td>
<td>16</td>
<td>13 searches</td>
</tr>
<tr>
<td>Total</td>
<td>70</td>
<td>79</td>
<td>131</td>
<td>119 women in pool</td>
</tr>
</tbody>
</table>

Tab 6
Impact

STEM Women Faculty at UNL

- A cohort of dual career hires
- New ways of recruiting to applicant pools
- More women in applicant pools
- Women faculty seeing themselves as leaders
- Chairs engaged
Looking Forward

• Going Deeper and Broader
  o Increase understanding of importance
  o Widespread adoption of practices

• Synergy with other campus initiatives, priorities, programs
  o Life Sciences initiative
  o Women’s and Gender Studies, CCSW
  o Campus commitment to diversity

Looking Forward
Plans for Sustainability

Two Institutionalization Plans
1. Dual Career for entire campus
2. Five additional years ADVANCE initiatives
   • Chancellor’s pledge: $90,000 / yr for 5 years
   • Additional funds raised to sustain program
And We’re Joining the CIC

• ADVANCE partners in CIC
  o University of Michigan
  o University of Wisconsin
  o Michigan State
  o Ohio State
  o Purdue

• Access to CIC leadership development
• CIC benchmarks
• Expanded resources for collaborations

Thank You