
University of North Texas
March 2016

Results from the Pretest of the of Allies and Advocates

Introduction

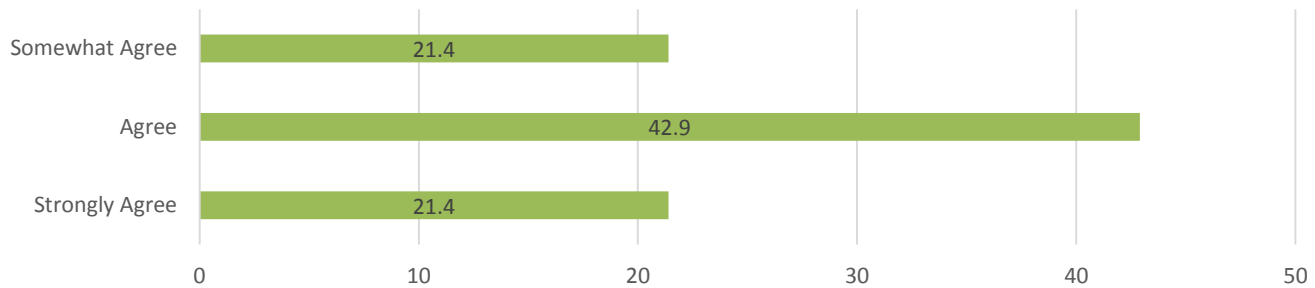
The pretest survey of Allies and Advocates is part of the PLAN D project funded by the National Science Foundation in partnership with North Dakota State University. This survey collected data to better understand the beliefs and commitments of men faculty members to engage in actions that promote gender equity on university campuses. Survey data were collected from male faculty at the University of North Texas who registered to take part in the PLAN D Ally Training. Data collection ran from March 9 to March 24, 2016 via an on-line survey and 14 participants responded (information about the participants can be found in Appendix A, on page 8). The response rate for this survey was 77.8%.

Ally Actions

I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at my institution.



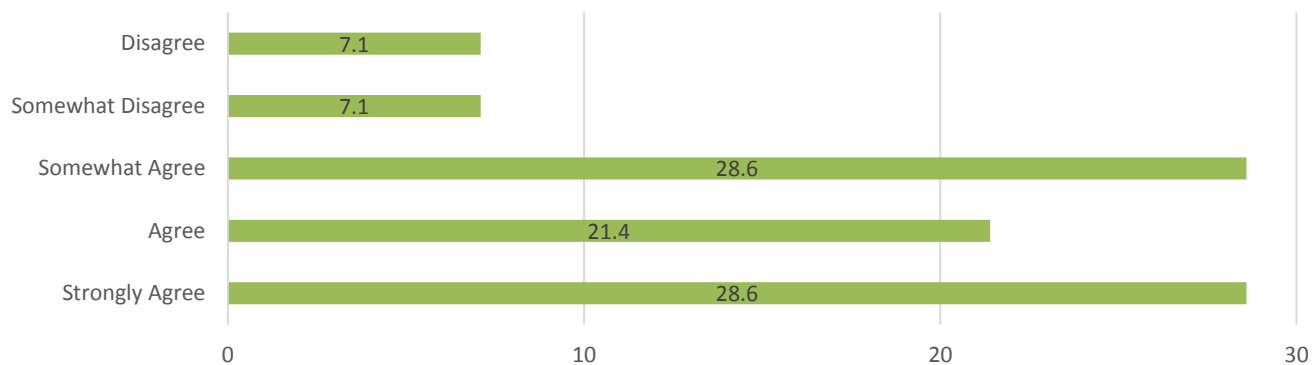
I regularly share with my colleagues my commitment to creating a more equitable climate for women faculty.



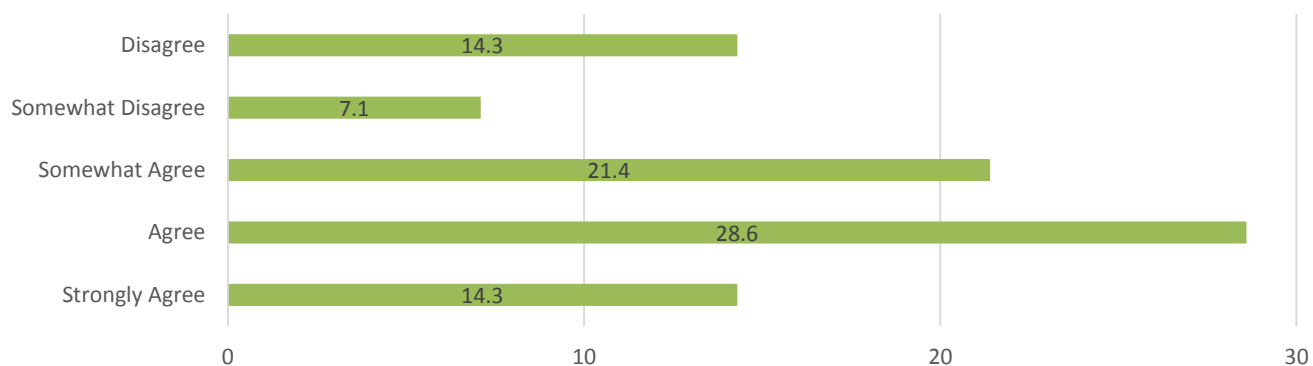
I have read about gender bias and discrimination in academia.



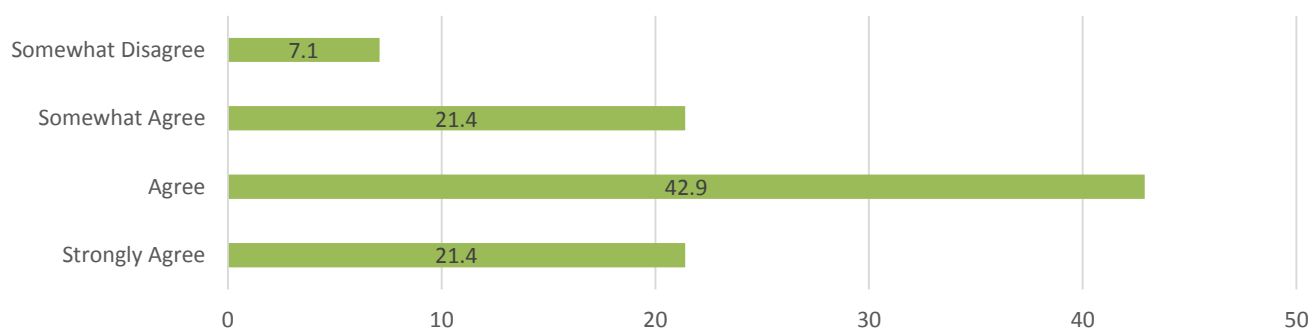
I have spoken up when I notice a woman colleague being interrupted.



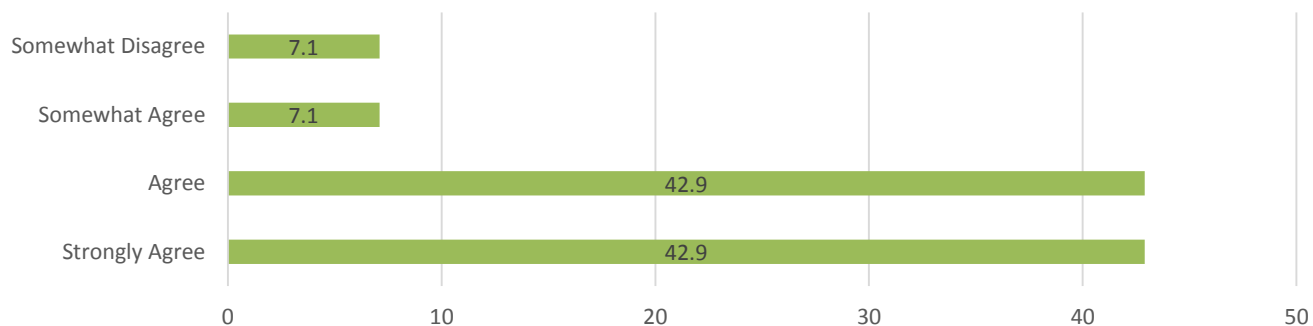
I regularly ask my women colleagues about their experiences of the climate within their department.



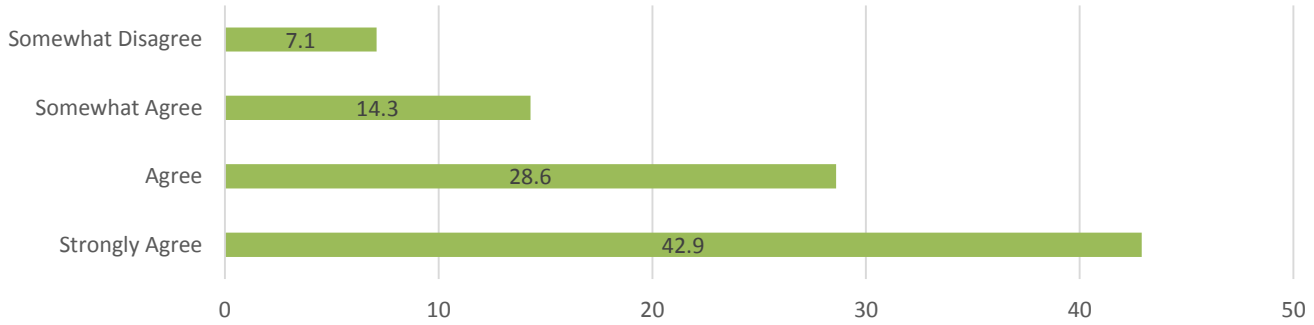
I regularly invite my women colleagues to informal gatherings where work-related discussions are likely to occur.



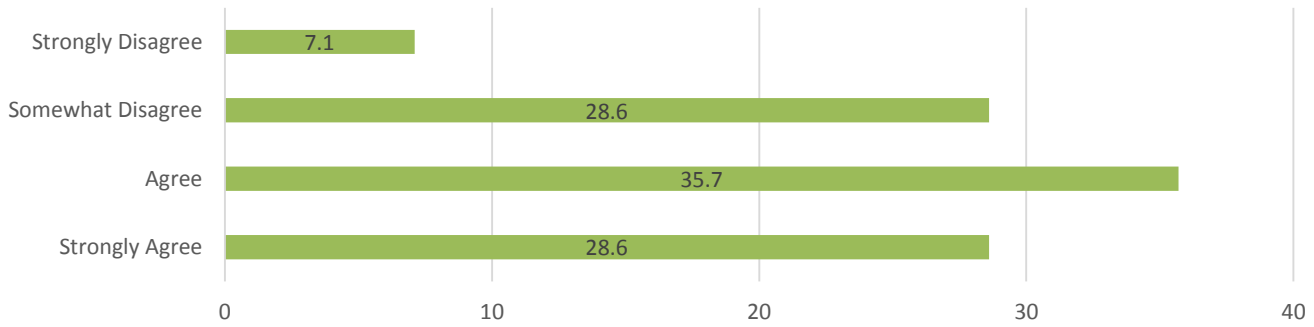
I regularly talk to my women colleagues about their research.



I nominate my women colleagues for university awards.

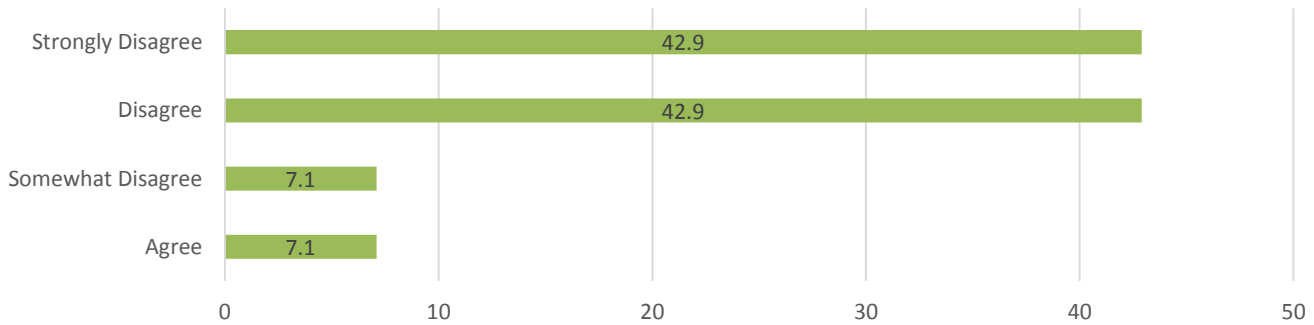


I volunteer to serve on departmental and college committees with the specific purpose of being an ally for gender equity.

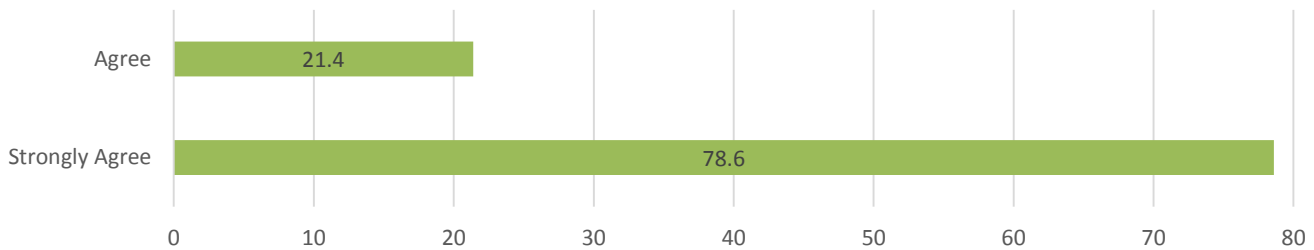


Beliefs

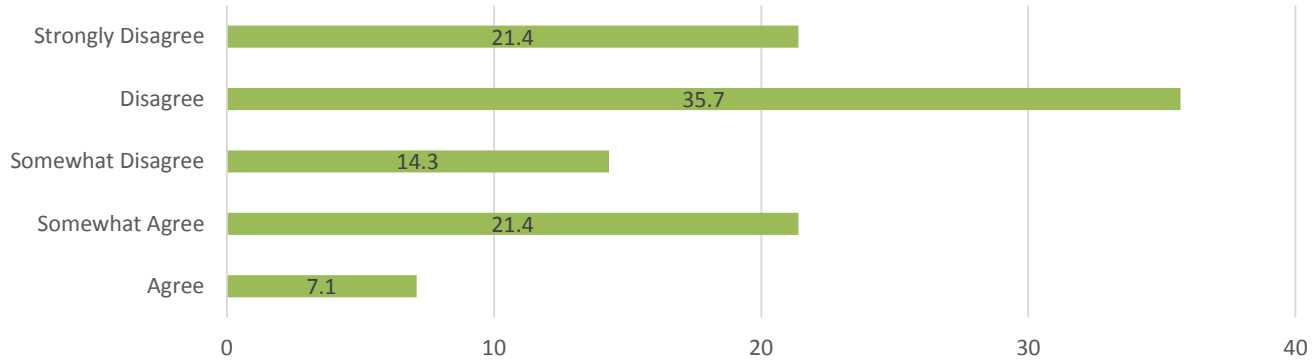
I would be more comfortable having a man as a department head than a woman.



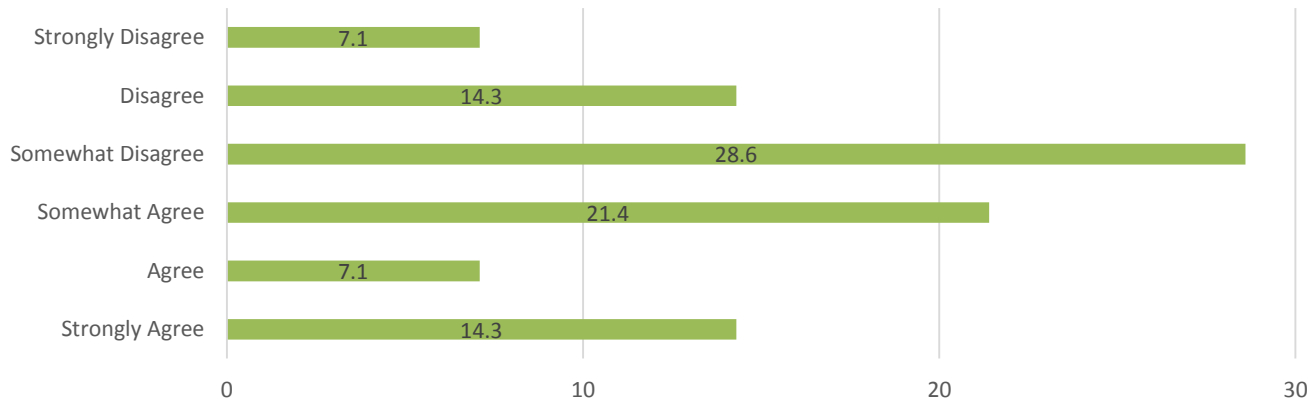
Women are just as capable of thinking logically as men.



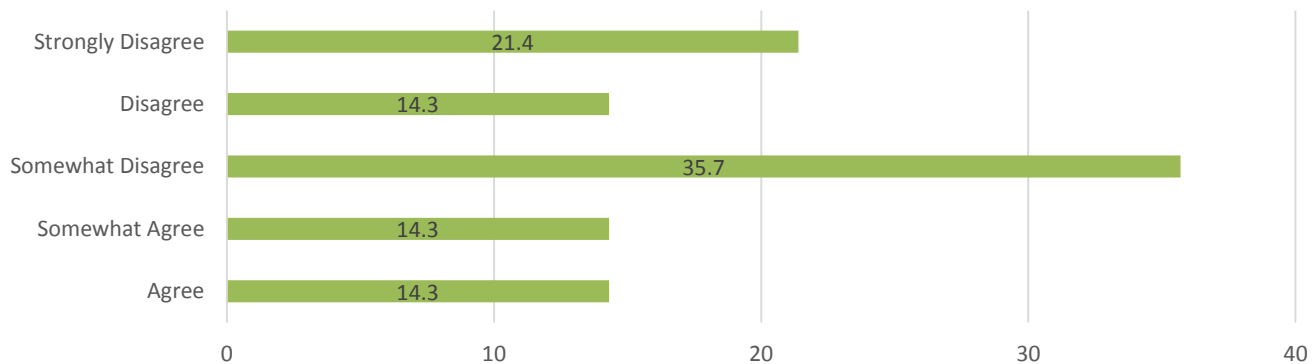
Discrimination against women is no longer a problem in the United States.



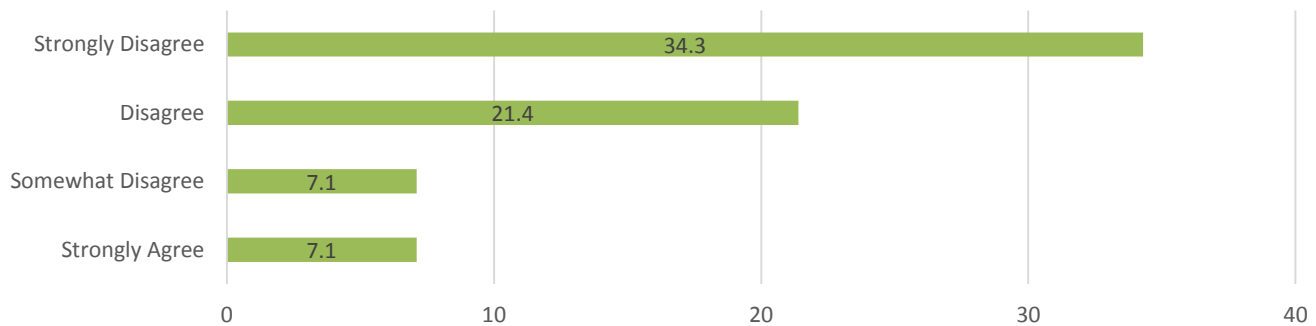
Women experience gender discrimination when applying for academic jobs.



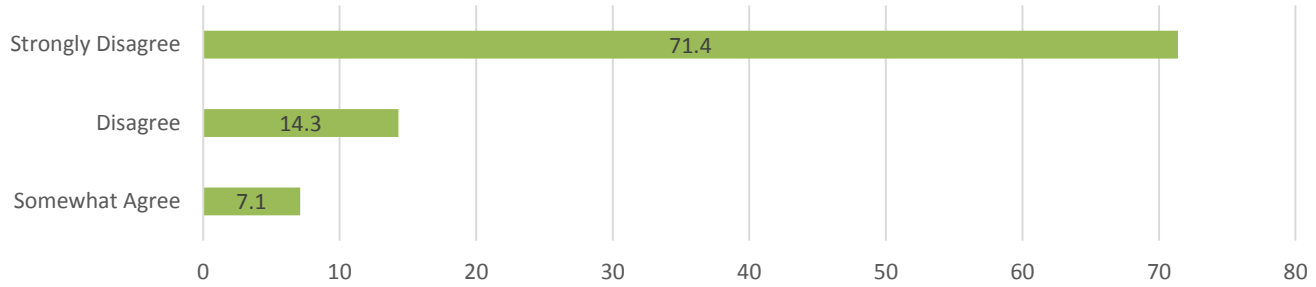
Society has reached the point where women and men have equal opportunities for achievement.



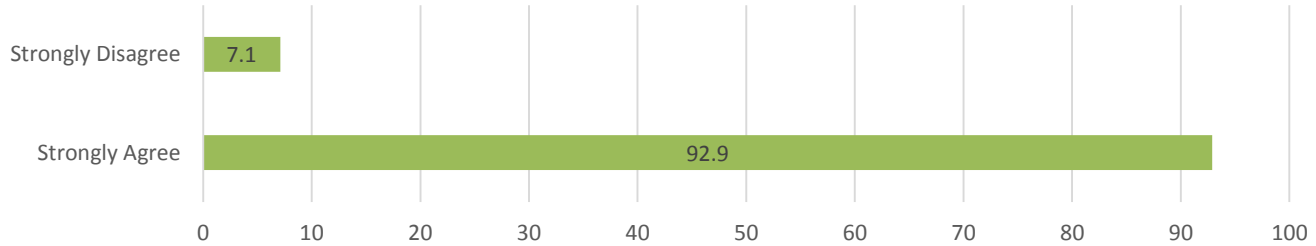
Women are less capable of being effective academic leaders.



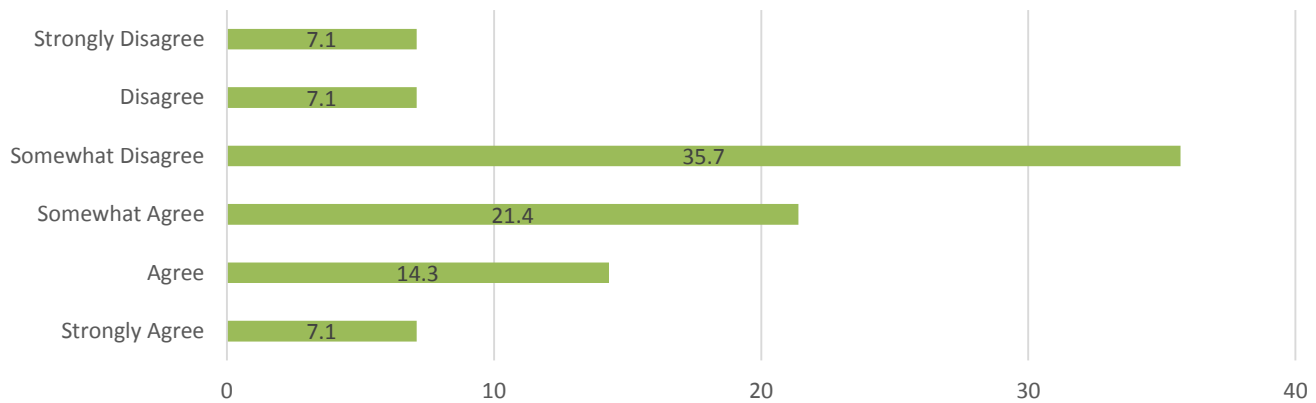
There are many jobs in which men should be given preference over women in being hired or promoted.



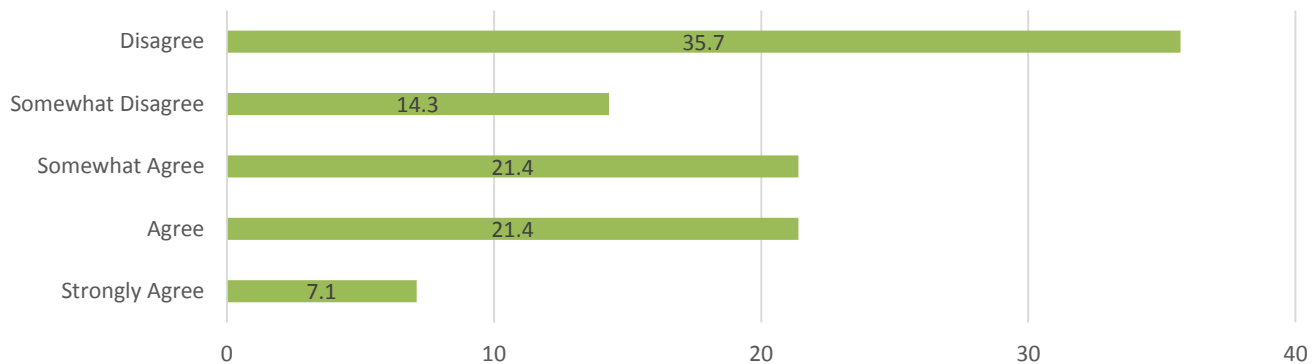
Women should be given equal opportunity as men for training in the various professions.



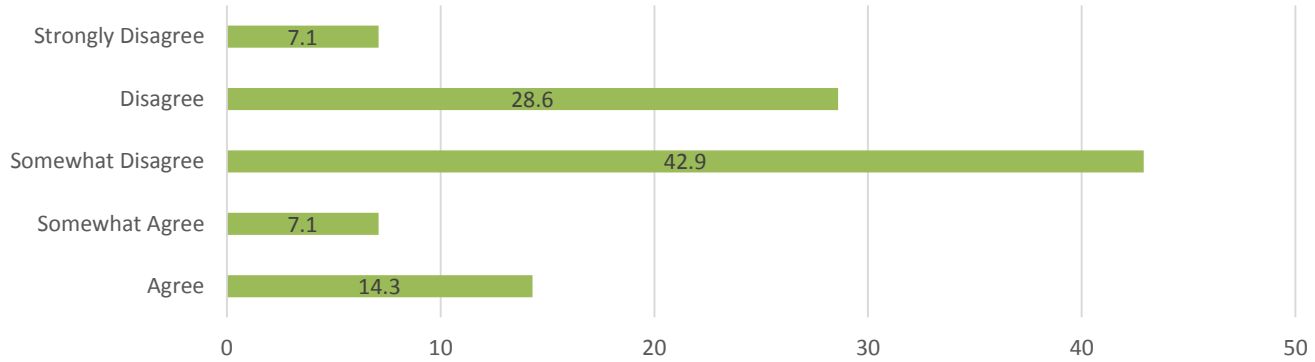
Evaluations of teaching are negatively biased against women faculty.



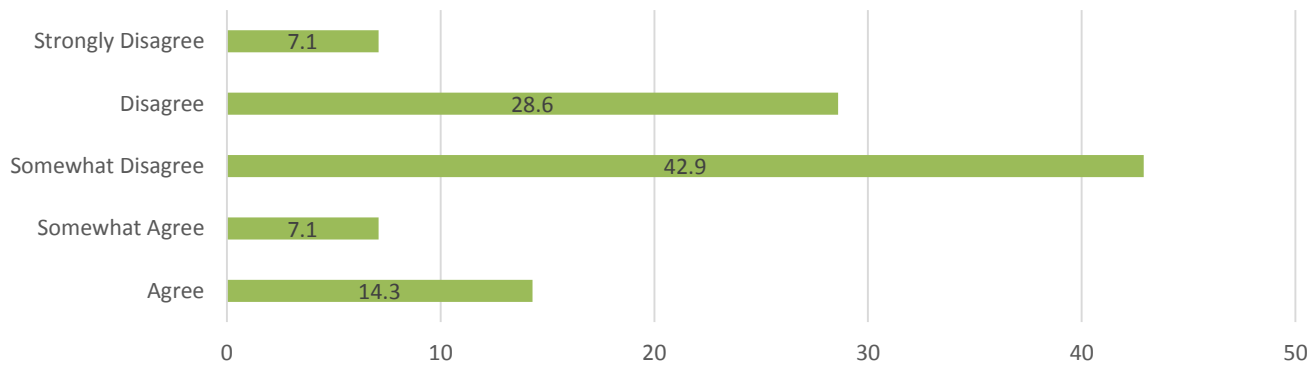
When evaluating excellence in teaching, students evaluate men professors more favorably.



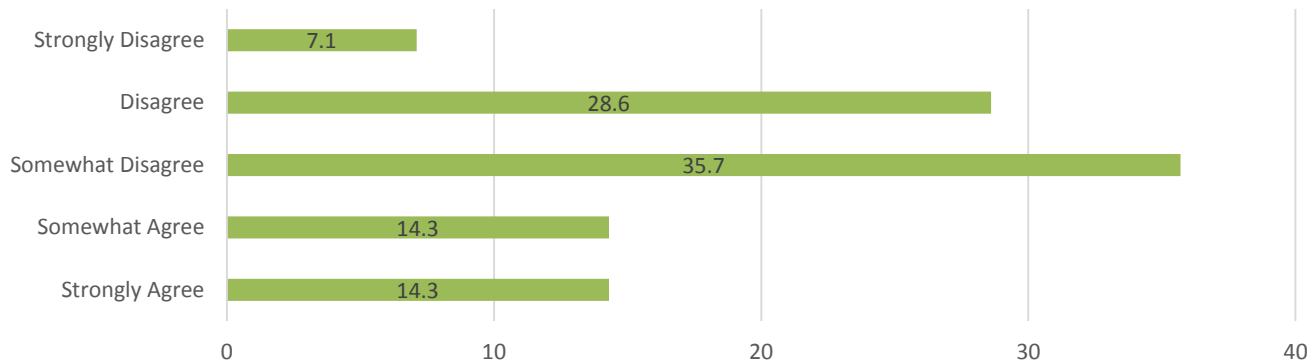
Women faculty need substantially more publications to receive the same evaluation as men faculty.



Articles are evaluated more favorably when attributed to men faculty.



Letters of recommendation under-value the competence and accomplishments of women faculty.



Actions Associated with Promoting a More Equitable Campus Climate for Women Faculty

Ally Actions Already Engaged In

- As Chair, I have aggressively recruited women for faculty positions in my department. Of my tenure track hires, 4 of our 8 are women. I have also supported my women faculty in attending events such as the Grace Hopper Celebration of Women in Computing.
- As chair, I hired more women than men, and all professional staff in my funded work are women.
- I have worked with the dean to develop an equitable faculty mentoring program in the college. We have also worked on hiring more female faculty within the college and in increasing the number of women candidates within the hiring pool.
- Equality in hiring of faculty.
- I have actively advocated for interviewing qualified women faculty candidates as a member of the faculty search committee.

- I am part of the Advocates and Allies organizing team. Presenting data to my students about gender bias in student evaluations of female faculty. Increasing female faculty representation in searches and hopefully in hiring.
- In my department the greatest problem is with the number of female faculty that are in the tenure system. I have taken every opportunity to advocate the hiring of female tenure-system faculty. With our existing female faculty and students, I sponsor regular events for awareness of equitability and for promoting more students to come into a field in which women are historically underrepresented.
- Involvement in faculty senate in advocating for equity in salaries, supported Committee on Status of Women, spoke as a panelist at Gender diversity workshops.
- In the two years as Chair I have done everything possible to improve the ability of women researchers to do their work such as -providing as many resources as possible.
- As department chair for over 13 years, I have made every effort to promote an equitable climate in many ways.
- I have been a faculty leader and administrator for many years and have always tried my hardest to treat everyone equally and with respect.
- In my administrative capacity I provide encouragement and/or administrative support to advocacy groups such as the Women's Faculty Network.

Future Ally Actions

- 1. Increase the hiring of more female faculty colleagues. 2. Encourage more female faculty colleagues to pursue leadership roles within the institution. 3. Listen more to colleagues and try to understand the challenges associated with an equitable campus climate at UNT.
- I believe our campus climate is already very good for the women we have, but women remain underrepresented in my department so I will continue working to change this imbalance through hiring where appropriate.
- Keep working until there is a balance of male and female faculty members in different ranks. Encourage female faculty to take leadership roles.
- Continue to engage in dialogues about gender equity both financially as well as hiring, promotion, startup costs, service engagement, etc.
- Assist new faculty members who need maternity leave to be able to maintain their progress towards tenure.
- I anticipate acting as a mentor to junior women faculty and advocating on their behalf to senior colleagues and administrators.
- Mentoring female faculty. Increasing the number of female faculty in my department and college.
- Participate more actively in efforts to recognize, appreciate, and nurture the work of women faculty and staff.
- Ensure that women faculty do not feel isolated.
- Looking forward to participating in this project and learning more about what actions can be taken campus-wide.
- Being a part of this committee.
- I am participating in the Advocates and Allies program.

Appendix A: Characteristics of the Sample

Characteristics	Men	
	<u>n</u>	<u>%</u>
Academic rank		
Associate Professor	7	50.0
Full Professor	7	50.0
Tenure-track position		
Yes	14	100.0
Currently have tenure		
Yes	14	100.0
Administrative position		
Did not respond	14	100.0
Race		
White, not of Hispanic origin	8	57.1
Hispanic/Latino	2	14.3
Asian	4	28.6
Relationship status		
Married, living with spouse	12	85.7
Married, living separately	1	7.1
Single	1	7.1
Currently partnered with a women who is also a faculty member		
Yes	3	21.4
No	9	64.3
Did not respond	2	14.3