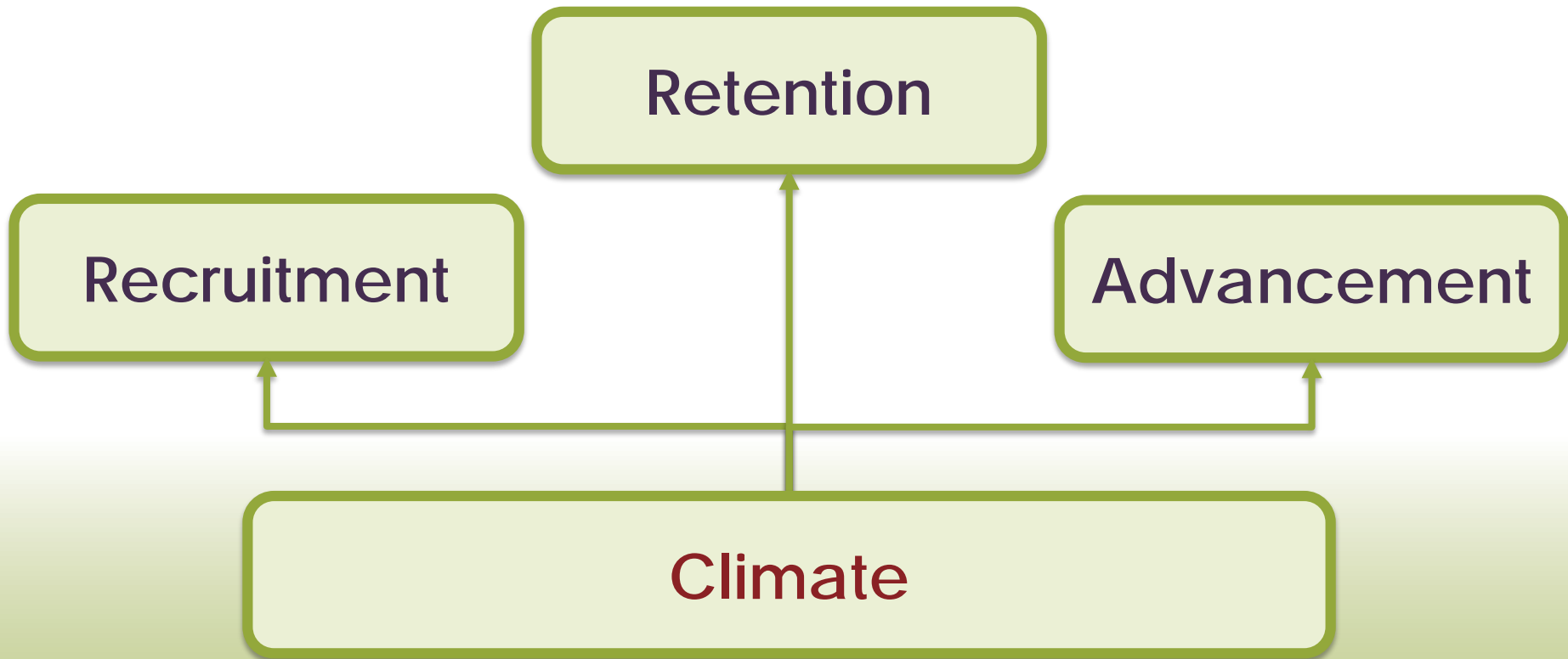


# University of North Texas: Context and NSF ADVANCE Efforts

- There is a dearth of women and underrepresented minority (URM) faculty in STEM/SBS.
- We continue to lose many female faculty due to salary inequities and climate issues.
- UNT has submitted an ADVANCE proposal in 2011, 2013, 2015 (currently under review) to address these issues.

# Data & Context

A snapshot of UNT data that is consistent with national trends and highlights:



# Why Does UNT Need Advocates & Allies?

## Problems in Recruitment

- The percentage of females hired in SBS searches (33%) tracks female applicants (38%), which is low.
- In STEM, the percentage of females hired (<10%) is half of the applicants (17%).
- Nearly one-third of all searches in STEM had NO females among the applicants.

**FY 10 through FY13**

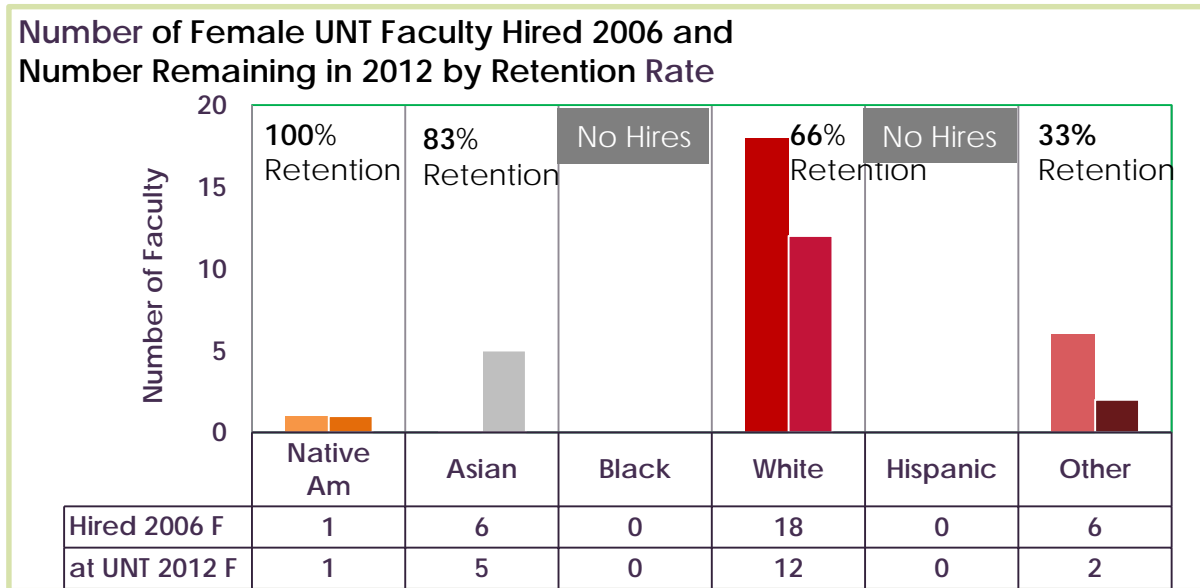
# Why Does UNT Need Advocates & Allies? Problems in Retention

**UNT has lost key women faculty, including:**

- UNT's first (and only) NSF Presidential Young Investigator;
- The first women professor in Mechanical Engineering; and
- UNT's first NSF CAREER awardee, *citing a third-time inequity.*

NOTE: A number of comments from UNT's Climate Survey about counteroffers suggest that women are less likely to leave; and thus impacts the any counteroffer option.

# UNT Retention Trends



**Data Source:** Opportunity Analysis Report. The data on the retention of faculty is from data provided by the Provost Office on the 2006 cohort. Only tenured and tenure track faculty are counted. Faculty members who retired between 2006 and 2012 are counted among the faculty who “Left After Tenure”. There is a 22.82% attrition rate of Tenured, Tenure-Track faculty from 2006 to 2012.

# Why Does UNT Need Advocates & Allies? DispaUNTies in Leadership

## Few women in leadership positions (2015):

- Of the 11 academic deans, only 2 deans (18%) are women (College of Merchandising, Hospitality, and Tourism and the School of Journalism)
- In the STEM departments, none of the 10 department chairs are women.
- In SBS departments, two of the six (33%) department chairs are women.

# Why Does UNT Need Advocates & Allies? Underlying Problems with Climate

- Comprehensive climate survey conducted by the Survey Research Institute at Cornell University (Conducted 2012-13).
- Facilitated focus group discussions with STEM, engineering, and SBS faculty (Spring 2016).

# UNT Climate: Women Are More Stressed than Men

The following are source of stress. Rate the amount of stress you feel.

	Males	Females	
Prospects for tenure	1.8	1.9	
Prospects for promotion	2.2	2.7	**
Leadership opportunities	2.0	2.2	**
The amount of support in your work environment	2.5	2.7	**
Acceptance for people like you	2.0	2.2	*
The racial, ethnic or cultural climate at UNT	1.8	2.0	**
Opportunities to have a happy social life	2.1	2.3	
Time to do your research/scholarship/creative activities	2.9	3.1	**
Time to spend with students	2.4	2.5	
Time to spend with your spouse or significant other	2.7	2.7	
Time to spend with your children or other family members	2.5	2.6	*

Range ( 1 = None, 4 = A great deal) \*\* significant at .01 level; \* significant at .05 level

Source: UNT Climate Survey



# UNT Climate: Women Value Mentoring

How important is mentoring for you in each of the following areas?	M	F	
To learn how things are done at UNT	3.1	3.3	**
To learn how to get along in your department	2.9	3.3	**
To improve teaching or manage students	3.1	3.2	*
To improve research or scholarly/artistic activities	3.2	3.3	*
To move into leadership positions	2.8	3.2	**

Range ( 1 = None, 4 = A great deal)

\* significant at .05 level; \*\* significant at .01 level

Source: UNT Climate Survey

# Themes from Focus Group Discussions

- Women describe their departments as hostile.
  - Spousal accommodations are more difficult for women.
  - Merit evaluations are a moving target.
  - Women are given heavier teaching loads.
- Service is 'devalued.'
  - Start-up packages and resource allocation are inequitable.
  - Men are labeled as good negotiators. Women are labeled 'problematic.'

Source: Focus Groups with STEM/SBS women faculty (Spring 2016)

# Themes from Focus Group Discussions

- Women NEED male mentors.
  - Women have heavier teaching loads than men.\*
  - Work life integration is a concern for women faculty.
- Women are concerned about their female graduate students.
  - Female faculty of color face ALL of these challenges and more.

Source: Focus Groups with STEM/SBS women faculty (Spring 2016)

\* Teaching loads in one department

Focus on Resources for Women's Advancement, Recruitment/Retention and Development