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:

- Recruitment
- Advancement
- Climate

Retention
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.
**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?

Disparities 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 sources of stress. Rate the amount of stress you feel.

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

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?

<table>
<thead>
<tr>
<th>Area</th>
<th>M</th>
<th>F</th>
<th>**</th>
</tr>
</thead>
<tbody>
<tr>
<td>To learn how things are done at UNT</td>
<td>3.1</td>
<td>3.3</td>
<td>**</td>
</tr>
<tr>
<td>To learn how to get along in your department</td>
<td>2.9</td>
<td>3.3</td>
<td>**</td>
</tr>
<tr>
<td>To improve teaching or manage students</td>
<td>3.1</td>
<td>3.2</td>
<td>*</td>
</tr>
<tr>
<td>To improve research or scholarly/artistic activities</td>
<td>3.2</td>
<td>3.3</td>
<td>*</td>
</tr>
<tr>
<td>To move into leadership positions</td>
<td>2.8</td>
<td>3.2</td>
<td>**</td>
</tr>
</tbody>
</table>

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

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