

2007-2008 Report of the Provost's Gender Equity Council **

June 15, 2008

Council Members

Cris Mayo, Co-Chair, Gender and Women's Studies
Gale Summerfield, Co-Chair, Women and Gender in Global Perspectives Program
Kathryn Anthony, Architecture
Elyne Cole, Associate Provost for Human Resources
Hadi Esfahani, Economics
Kim Graber, Kinesiology
Jennifer Hamer, African American Studies
Anita Kaiser, Women and Gender in Global Perspectives Program
Laurie Kramer, Associate Dean, Academic Programs, ACES
Susan Larson, Women in Engineering, Civil and Environmental Engineering
Carol Livingstone, Division of Management Information
Robert McKim, Religious Studies
Barbara Minsker, Civil and Environmental Engineering
Isabel Molina, Latina/Latino Studies
Pat Morey, Office of Women's Programs
Menah Pratt-Clarke, Office of Equal Opportunity and Access
Lori Williamson, Office of Institutional Advancement
Pag Rawles, Ex-Officio, Office of the Chancellor

Student Support

Jennifer Logue, Gender and Women's Studies

EXECUTIVE SUMMARY

The Chancellor and Provost set up the Council on Gender Equity (CGE) in 2007, drawing on recommendations from the Provost's Gender Equity Planning Team and Chancellor's Committee on the Status of Women, which are subsumed in the new council. CGE priorities in AY 08 were to implement interventions that would improve representation of women faculty and promote local and global gender equity issues across campus. More equal representation of women and other types of diversity in the faculty and student body will assure excellence in education at Illinois during the coming decades. The council assisted with the *Provost Lecture on Gender Equity: Local and Global* by arranging the campus lecture and small group discussions with Prof. Virginia Valian in the fall and Prof. Souad Halila in the spring. Prof. Valian also offered a set of workshops on advancing women in the academy. Prof. Halila contributed a global focus by introducing the work of contemporary female Muslim thinkers. During the year, CGE set up sub-committees to explore gender equity in faculty recruitment and development across campus. With support from the Provost's Office, CGE issued the first request for proposals for interventions to advance faculty in under-represented units and selected two interventions focused on improving faculty recruitment: one in architecture and one in the College of Engineering (COE). Forty people (the maximum) participated in the COE "training the trainers" workshop in June, 2008. Architecture's efforts will take shape in Fall 2008 along with the Provost Lecture by Dean Evelyn Hammonds from Harvard (Sept. 18, 2008), CGE's new town hall meeting, and other activities.

I. INTRODUCTION TO THE COUNCIL ON GENDER EQUITY'S ACTIVITIES 2007-08

In Fall 2007, Chancellor Richard Herman and Provost Linda Katehi set up the campus-wide Council on Gender Equity. The concept for the Council comes from the efforts of the Gender Equity Planning Team during 2006-07 and the work of the Chancellor's Committee on the Status of Women over several years. The Council combines and extends the efforts of these two important groups in its work, guiding implementation of new initiatives and strategies to address local equity and diversity issues that promote excellence in higher education at Illinois and also progress outward to engage issues that influence education and well-being of women and men throughout the world.

The Council is dedicated to action and this year focused on high priority items that we knew could be established with a directed effort. The Provost lecture series was set up to bring in a speaker focused on improving gender equity in the academy in the fall and a speaker to address global gender equity issues in the spring. The Council's highest priority for AY 08 was to improve faculty recruitment processes through activities described in the following pages. CGE organized Virginia Valian's workshops on faculty development, held a competition for seed grants for interventions to improve faculty representation and set up several subcommittees. The subcommittees included a committee to analyze the Excellence, TOP (Target of Opportunity), and Dual Career programs, a data committee to help organize the annual report on gender equity on campus (including data from OEOA that will become available during the summer), and a long-term planning committee to continue to brainstorm gender equity issues that we will undertake in the future.

II. PROVOST LECTURE ON GENDER EQUITY: LOCAL AND GLOBAL

The Provost Lecture on Gender Equity is part of the campus initiative to promote gender equity and began bringing leaders in this area to campus in April 2007.

The council brought two speakers for the Provost's lecture series to campus during the 2007-2008 year and planned the fall presentation in 2008. Streaming video of all lectures in the series is available through the Council's events website:
<http://www.ips.uiuc.edu/wggp/GenderEquity.shtml>.

Nancy Hopkins, MIT
April 26, 2007

"Women in Science at MIT: A Generation of Change (1971-2007)"

Virginia Valian, Hunter College
October 15, 2007

"Why So Slow? The Advancement of Women"

Souad Halila, University of Tunis
May 7, 2008

"The Advancement of Women Scholars: The New Female Muslim Thinkers"

Evelynn Hammonds, Harvard
September 18, 2008
Title: TBA

III. INCREASE REPRESENTATION OF WOMEN FACULTY IN UNDER-REPRESENTED UNITS

This year, the Council on Gender Equity focused its efforts on action-oriented interventions into search committee procedures and recruitment efforts that would improve gender equity on campus, particularly in areas where women have been under-represented.

A. Workshops on Advancing Women in the Academy by Prof. Virginia Valian, Oct. 2007

Administrators' workshop
Addressing Gender Equity: What we can do right now
19 attended

Search Committees
Recruitment of Faculty: Principles and Strategies
20 attended

Faculty Workshop
Power, Effectiveness, and Gender
9 attended

B. Request for Proposals for Seed Grants: Promoting Gender Equity in Faculty Development at Illinois

Through the support of the Provost, CGE was able to post a call for proposals (see Appendix 1) and act as the proposal review committee, funding two projects that we believe will result in significant changes in gender equity on campus:

1. Increasing the Representation of Women Faculty in the UIUC School of Architecture

Led by Prof. Kathryn Anthony, Architecture will invite 5 emerging women architects and architectural educators to campus to present their design portfolios, deliver a presentation to faculty and students, and meet informally with faculty and students. Their schedule would be similar to candidates visiting campus for a full-time faculty position. Presentations will be videotaped and preserved in the School of Architecture archives. Depending upon their availability, they may also participate as guest speakers in Professor Anthony's fall 2008 seminar, Architecture/Gender and Women's Studies 424, "Gender and Race in Contemporary Architecture."

Select the most promising of these candidates as potential TOP and/or Excellence hires for the 2009-2010 academic year. (For full proposal, see Appendix 2.)

2. Development of Core Expertise for In-House Training of Search Committees for Gender Equitable Hiring

This proposal is to help support a "Train-the-trainers" workshop: "Implementing Training for Search Committees." The workshop is one component of the College of Engineering's integrated plan to improve the recruitment and retention of excellent women faculty at all tenure ranks, as recommended in the 2006 report by the College's Planning Committee for Enhancing Diversity. The proposal includes ways to involve faculty outside of engineering through the training workshop and provides COE funds for related activities (For full proposal, see Appendix 3). Submitted by Ilesanmi Adesida, Normand Paquin, and Susan Larson. The project has 3 components: 1) Visit to Univ. of Washington in Seattle to annual LEAP two-day workshop; 2) Diversity workshop at UIUC by ADVANCE STRIDGE group at the University of Michigan 3) Train-the-Trainer workshop offered by WISELI from Univ. of Wisconsin at Madison, Summer 2008.

C. Institutional Development for Gender Equity

1. Collaboration with Other Units

The CGE was set up in response to the planning team and CCSW calls for change in the institutional structure of addressing gender equity concerns. In addition, CGE is building a collaborative network with relevant units on campus. In AY 08, the co-chairs of CGE met regularly with the chairs of the Diversity Initiatives Committee, the Chancellor's LGBT committee, the new associate provost, Feniosky Pena Mora, and other university-wide diversity committees in order to encourage greater cooperation among equity and diversity efforts on campus and in the broader UI system. We plan to continue having the chairs meet at least three times a year, once in the fall to plan a joint project across committees, including the Disability Committee. As all the committees and CGE move into action-oriented goals, this cooperation allows us to make the best use of our resources and energies.

2. TOP, Excellence, and Dual Career Programs

Ideas were circulated to help publicize these programs. Suggestions included the creation of an informational handout or short training seminar to help search committees to use existing program. Another suggestion was to build links with UIC and other local universities, as well as employment possibilities in the area or in Chicago, to help augment employment for partners. These programs are not well understood by faculty, in general, on campus, and CGE focused on ways to increase awareness and understanding of what is currently available as well as ways to improve the programs. This project is still in progress. A TOP supplement program was put forward to Associate Provost Feniosky. Issues in monitoring the programs were also addressed with concerns about confidentiality and avoiding stigmatizing the participants.

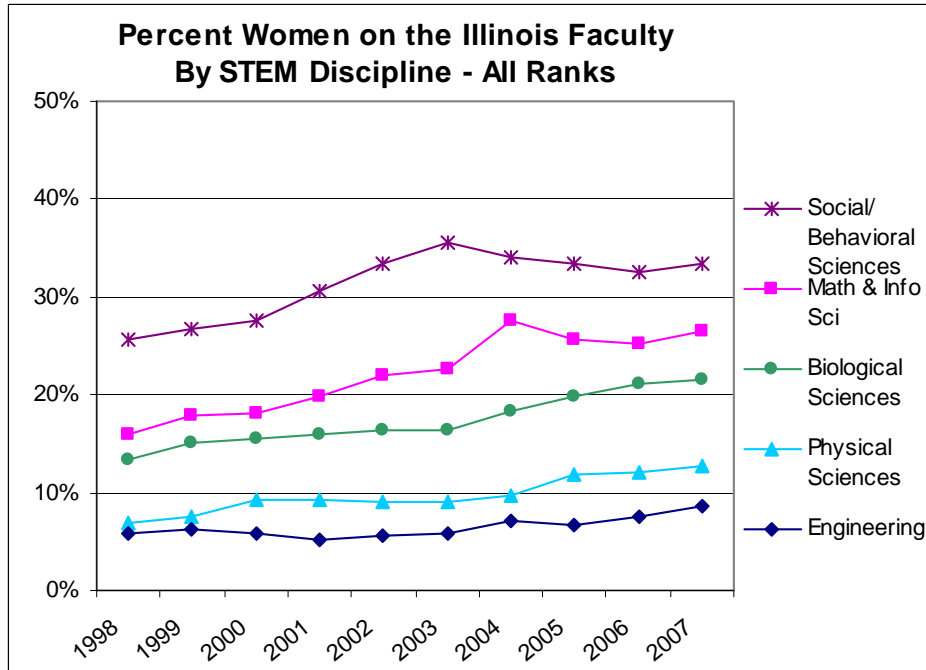
3, Annotated Bibliography, Funding, Websites

The research assistant for CGE has compiled an annotated bibliography on campus gender equity programs and projects that could be included in our plans for future activities (Appendix 4). Our committee has also been greatly aided by its members generously sharing their own projects, including a list of potential outside funding sources. CGE plans to submit proposals for outside funding during the next academic year.

CGE set up a website to present information on current activities and background materials (through WGGP), as well as setting up a cyber discussion space for the Council through NCSA.

D. Data: Gender Equity Visibility and Assessment Issues

We plan to issue the first annual gender equity report in Fall 2008 and to organize a town hall meeting to discuss it. Our plans for this meeting include educating the campus on ongoing gender equity projects, examining areas of gender inequity that still need to be addressed, and encouraging units to begin their own projects that promote gender equity based on these findings. This report will draw on and complement the OEOA reports, the work done by the Diversity committee, Diversity and Equity Work Group in the College of Education, and the College of Engineering. One of the most striking graphical summaries of the gender imbalance of faculty in STEM fields is presented below. The graph illustrates gradual improvement over the last decade, but also shows that Engineering requires special attention.



IV. UPCOMING ACTIVITIES 2008-2009

During Summer 2008, the College of Engineering's Train-the-trainer seminar conducted by trainers from the University of Wisconsin at Madison will take place June 25, 2008. Members of the Council will be participating in the train-the-trainer seminar as facilitators, as well as working with units on campus to bring participants to the training.

For AY 2009, we will have a discussion to evaluate what we have accomplished and what we need to accomplish for the upcoming year. Some projects will follow from the 07-08 year work. These include the data publication and town meeting, two lectures for the Provost series, and improvement of the website to raise the profile of the council and the gender equity work that is ongoing on campus. We will build on the train-the-trainer workshop by working with OEOA that is extending the train-the-trainer to affirmative action officers in all units that are interested. We see this as an important resource sharing activity that extends the work of gender equity in multiple areas on campus. The architecture seed grant will occur during this upcoming year. Below are other projects that the council will review.

Scholars at Risk

We would like to look at Scholars at Risk networks and programs to bring a scholar, who has experienced threats related to her/his work, to campus for several weeks or a semester.

TOP Supplement

We plan to continue discussions about a variation of the TOP program that would help units on campus recruit under-represented minority candidates.

Community Outreach

We would like to look at ways to reach the under-represented groups. Further information is needed on local programs such as Project Odyssey and Parkland Pathways.

APPENDIX 1

**University of Illinois at Urbana-Champaign
Council on Gender Equity
Request for Proposals Spring 2008
Promoting Gender Equity in Faculty Development at Illinois**

The Council on Gender Equity with support from the Office of the Provost at the University of Illinois at Urbana-Champaign is pleased to request proposals for seed grant funding (between \$10K-15K) to initiate action-oriented interventions in support of gender equity in faculty development at this university, especially in areas of hiring, mentoring, retention, promotion, and institutional culture. Proposals may seek to:

1. increase the number of women faculty and students in units where they are traditionally under-represented (considerations of how race, ethnicity and sexuality are related to gender equity should be explicit)
2. institutionalize gender equity initiatives, such as establishing incentives for units that improve gender equity and consequences for those that do not; offering gender equity education and training for faculty and administrators; and data gathering and reporting to monitor and raise awareness of gender equity issues, among other initiatives
3. redefine workplace culture as it relates to gender, race, ethnicity, and sexuality

Proposals will be evaluated on their long-term impact and visibility as well as their ability to help make the University of Illinois a leader in the area of gender and racial equity. Proposals should be no longer than 5 pages in length and include overview and goal of project, strategies, timeline, and anticipated outcomes, as well as plans for assessment of the action's influence on campus, and an itemized budget. Proposed projects should include a signed cover sheet indicating the approval of the relevant department/unit head and dean.

Projects could include:

- interventions in search processes to increase the number of women and people of color interviewed and considered for employment especially in areas of the university where they are under-represented (e.g., cluster hires that bring in multiple faculty on a particular theme, committee training, etc.)
- programs designed to enhance the ability of reviewers to equitably assess the performance of faculty from under-represented groups, including service activities, and provide accountability for equitable performance reviews
- projects to enhance the ability of women who have left the tenure track for family reasons to re-enter,
- plans for assessing the unique service that faculty of color and women faculty provide to mentor students in institutional environments where these groups are underrepresented.

Faculty, groups of faculty, and staff and administrators in any department or unit are encouraged to apply. Multidisciplinarity is encouraged. Projects that begin in spring semester 2008 will be given preference, but other proposals will be considered; projects can last longer than one semester. **Proposals are due by 5 p.m., March 14, 2008.**

Submit proposals to:
Council on Gender Equity
Attn: Cris Mayo and Gale Summerfield
c/o Women and Gender in Global Perspectives
University of Illinois at Urbana-Champaign
320 International Studies Building
910 S. Fifth St.
Champaign, IL 61820
Mailcode: MC 480

Or submit by email:
summrfld@uiuc.edu and cmayo@uiuc.edu

For more information, please contact:
Anita Kaiser arkaiser@uiuc.edu, 333-6221

Appendices 2, 3, and 4 are attached as separate files.