

# 2008-2009 Report of the Provost's Gender Equity Council

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June 15, 2009

## **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, Center for South Asian and Middle Eastern Studies  
Anna Gonzalez, Associate Vice Chancellor, Inclusion and Intercultural Relations  
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  
Stacy Provezis, Student Representative

## **Student Support**

Jennifer Logue, Gender and Women's Studies

## EXECUTIVE SUMMARY

The Chancellor and Provost set up the Gender Equity Council (GEC) 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. GEC priorities in AY 08 and 09 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. Evelyn Hammonds (Harvard) in the fall and Prof. Abigail Stewart (University of Michigan) in the spring. Prof. Hammonds provided historical and contemporary insights into bringing women into STEM fields. Prof. Stewart contributed her experiences with externally and internally funded projects aimed at studying gender disparities at the University of Michigan and increasing gender equity. Initially her projects were aimed at gender equity in STEM fields but have since broadened to include gender equity and racial/ethnic diversity in all fields. During the year, GEC set up sub-committees to explore gender equity in faculty recruitment and development across campus. With support from the Provost's Office, GEC funded two interventions focused on improving faculty recruitment: one in architecture and one in the College of Engineering (COE). The project in the COE began in the summer of 2008 and has been largely completed in 2009. The project in Architecture has started but scheduling issues have also moved part of it into fall 2009.

## I. INTRODUCTION TO THE GENDER EQUITY COUNCIL'S ACTIVITIES 2008-09

In Fall 2007, Chancellor Richard Herman and Provost Linda Katehi set up the campus-wide Gender Equity Council. 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 09 was to improve faculty recruitment processes through activities described in the following pages. GEC-funded seed grants for interventions to improve faculty representation and set up several subcommittees. The subcommittees included a committee to explore external funding possibilities for on-campus gender equity projects, 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 an evaluation subcommittee to evaluate the seed grant projects. The entire council acted as 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 2008-2009 year. 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

"Rationales for Diversity in Science and Technology"

Abigail Stewart, University of Michigan

April 22, 2009

"Advancing Faculty Diversity in Science and Engineering"

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

This year, the Gender Equity Council 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, Engineering and Architecture.

### A. Ongoing Work Funded by Seed Grants: Promoting Gender Equity in Faculty Development at Illinois

Through the support of the Provost, GEC was able to post a call for proposals (see Appendix 1) and act as the proposal review committee, funding two projects that we have begun and that are expected to 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 has invited 4 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 was similar to candidates visiting campus for a full-time faculty position. Presentations were videotaped and preserved in the School of Architecture archives.

Two candidates were selected as potential TOP and/or Excellence hires for the 2009-2010 academic year. (For full report from Anthony, see Appendix.) Anthony also reported that the project highlighted gendered assumptions in search committees that even the committee members themselves hadn't initially been aware of and it encouraged search committees to become more self-critical in their work.

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

This proposal helped support a "Train-the-trainers" workshop: "Implementing Training for Search Committees." The workshop was 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 project included 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.

The project was an important catalyst for the COE's prioritizing and acting more concertedly to facilitate hiring gender and racial/ethnic diverse faculty. The project also helped the COE to understand and improve their internal dynamics around these issues as well as identify external resources to help them address equity.

### *3. Evaluation of Projects by GEC*

The Evaluation sub-committee GEC read and heard reports from Kathryn Anthony and Sue Larson about their respective projects. We believe that these projects have been successful in highlighting—as Sue Larson put it, "catalyzing"—their respective units on practices that impeded gender equity and practicing new strategies for enhancing gender equity. We will provide the proposals and reports from these projects as resources to potential applicants for new seed grant projects.

## **C. Institutional Development for Gender Equity**

### *1. Collaboration with Other Units*

The GEC 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, GEC is building a collaborative network with relevant units on campus. In AY 09, the co-chairs of GEC met regularly with the chairs of the Diversity Initiatives Committee, the Chancellor's LGBT committee, the new associate provost, Feniosky Peña-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. With the new organization of

the Diversity Initiatives Committee, chairs of all diversity and equity related committees and administrators meet regularly to collaborate on projects. For GEC, this has meant added attention to our request for data on gender-related trends in hiring, promotion and retention, though we have yet to be able to access the kind of data we believe would help us to adequately assess the state of gender equity on campus. We do appreciate the opportunity to see the kinds of reports that Feniosky Peña-Mora and Menah Pratt Clark have developed.

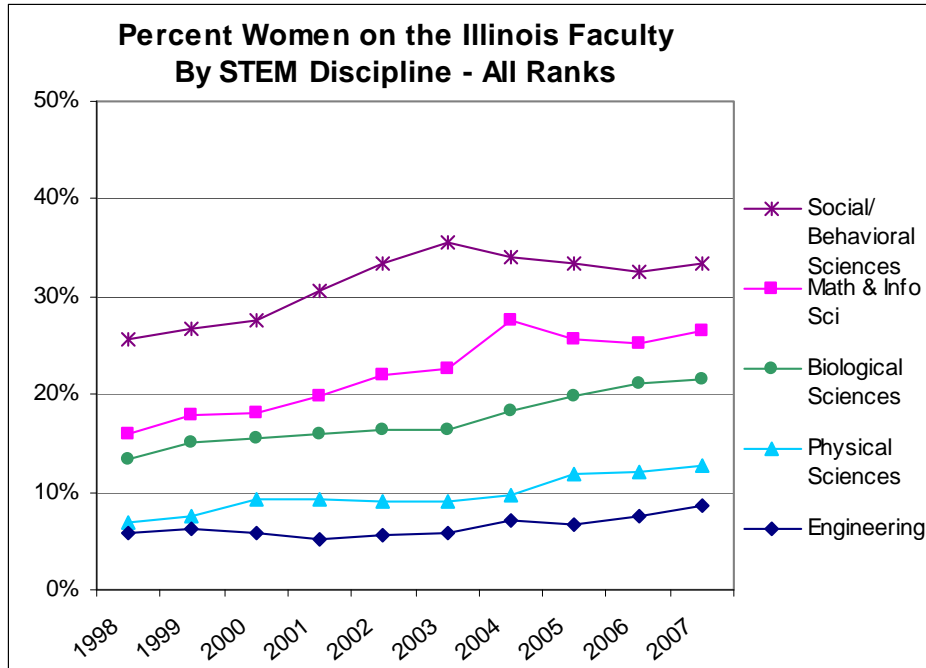
## *2. Annotated Bibliography, Funding, Websites*

The research assistant for GEC 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. Lori Williamson and our graduate assistant, Jennifer Logue, compiled a list of funders but found that agencies, except for the NSF ADVANCE, do not fund institutional change projects but were instead willing to fund individual faculty members. While this may be useful to future individual proposals, it did not help us to develop our intended projects.

GEC maintained and updated a website to present information on current activities and background materials (through WGGP).

## **D. Data: Gender Equity Visibility and Assessment Issues**

We plan to issue the first annual gender equity report in Fall 2009 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 Initiatives Committee. We hope to be part of the broad report issued by the Diversity Initiatives Committee. 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 took place June 25, 2008. Members of the Council participated in the train-the-trainer seminar as facilitators, as well as working with units on campus to bring participants to the training.

For AY 2010, 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 08-09 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.

Based on the COE project, it is clear that retention of women faculty needs to be part of priorities related to gender equity. Hiring has not translated into long-term presence of women faculty in the COE. This, in turn, diminishes the ability of women faculty to be mentored and assessed by other, more senior women faculty. Dual career hires stand out as both draws for the University of Illinois and the source of faculty moves to other institutions with equally robust partner hire programs.

### 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.

### 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.

## **V. PRIORITIES**

### **1. Earlier start**

We recommend that the committee be charged earlier in the year so that we can begin activities to advance gender equity more quickly.

### **2. Continue Seed Grants**

Our evaluation subcommittee found that the seed grant projects had thoughtfully and effectively advanced gender equity and while the long-term effects of such projects will not be immediately clear, we recommend continuing to encourage programs, departments, schools, and colleges to advance gender equity by taking responsibility to develop their own projects. Even modest funding can help encourage this. Evaluation should include qualitative as well as quantitative assessment as the “catalytic” effect of these projects cannot be measured quantitatively.

### **3. Gender, Diversity, and Salary Equity Data**

Abigail Stewart explained that the University of Michigan spends one million dollars to support the equity and diversity activities, including data collection and analysis to chart the progress of gender and racial/ethnic diversity in hiring, promotion, and retention. This includes multiple staff positions to work with the data. This indicates the scale of institutional resources necessary to truly make equity a centerpiece. We understand that data at the University of Illinois provides particular challenges, but Stewart also pointed out that those were the very challenges her staff addresses. While we are pleased with our collaboration with the Diversity Initiatives Committee, we hope that the particular data that GEC has been requesting for the last few years will eventually become a priority. We have found in examining data in a variety of reports that our needs—charting patterns in gender equity over at least ten years, examining the rate over time of women hires, promotions, and retentions—are not necessarily reflected in those reports.

Stewart also pointed out the importance of regular climate surveys for faculty and salary equity reviews. As these have been key to Michigan’s successes, we recommend that the University of Illinois also take on these projects.



**APPENDICES**

1. GEC Request for Proposals Spring 2008: Promoting Gender Equity in Faculty Development at Illinois
2. School of Architecture Proposal 2008 and Report 2009
3. College of Engineering Proposal 2008 and Report 2009

APPENDIX 1

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

The Gender Equity Council 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. Multidisciplinary 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:  
Gender Equity Council  
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](mailto:summrfld@uiuc.edu) and [cmayo@uiuc.edu](mailto:cmayo@uiuc.edu)

For more information, please contact:  
Anita Kaiser [arkaiser@uiuc.edu](mailto:arkaiser@uiuc.edu), 333-6221

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