

Duquesne University
IDEAL-N Update
March 8, 2019

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Faculty Searches

- Guidelines for Performing a Successful Inclusive Search
- Candidate Evaluation Sheet
 - Included specific activities
 - Read CV
 - Attended Seminar
 - Observed Teaching
 - 1 on 1 Interview.
- Prototype Guidelines and Evaluation Sheet used with 2019 Biology Search
 - Observations
 - All search committee members used both guidelines and evaluation sheet.
 - Not all of the department faculty followed the guidelines.
 - Currently making an offer to a female candidate.



Female Faculty Climate Survey update

- Initial data analysis is complete
- Met with new Provost to share survey results
- Currently: Translating results into a document that can be shared with our faculty
- Next steps:
 - Approval of document by Provost
 - Complete any requested changes
 - Share results with faculty.



General overview of survey results

- Approximately 2/3 of survey participants are moderately or very satisfied with being a faculty member at Duquesne
- Two Schools (Education and Nursing) were identified as the most female-friendly
- Noted issues for improvement:
 - Transparency (especially in regards to salary)
 - Maternity leave/contraceptive care policies
 - Female leadership (lack of)
 - Balance of service work



Upcoming presentation

- International Congress of Qualitative Inquiry
- May 15-18
- Urbana-Champaign, Illinois
- Title: *Gender Equity in Academic Leadership: A Report on a Campus Climate Survey*

