KSU-IDEAL*

recommendations for a Presidential Commission on Women

CREATE mechanisms to attract & retain women faculty

DEVELOP comparable metrics to assess status of women

LEAD & PROMOTE the quality of academic experience

ENHANCE leadership opportunities for women

*Institutions Developing Excellence in Academic Leadership

KENT STATE UNIVERSITY
KSU-IDEAL TEAM

CHANGE LEADERS

Year 1 (2009-2010)
Carmen Almasan, PhD – Professor of Physics
Andrew Tonge, PhD – Professor and Chair of Mathematical Sciences
Michael Tubergen, PhD – Professor and Chair of Chemistry

Year 2 (2010-2011)
Verna Fitzsimmons, PhD – Associate Professor, College of Technology
Daniel Holm, PhD – Professor and Chair of Geology
Marilyn Norconk, PhD – Associate Professor of Anthropology

Year 3 (2011-2012)
Daniel Holm, PhD – Professor and Chair of Geology
Kathryn Kerns, PhD – Professor and Assistant Chair of Psychology
Mandy Munro-Stasiuk, PhD – Professor and Chair of Geography

KSU CO-DIRECTOR
Mary Louise Holly, PhD – Professor, Teaching, Learning and Curriculum Studies

DOCTORAL RESEARCH ASSISTANT
Judy Rittman – Higher Education Administration

COACH
Susan Freimark, Faculty Leadership Development Institute, Case Western Reserve University

CONSULTANT
Bernice Sandler, Senior Scholar, Women’s Research and Education Institute, Washington D.C.
Women represent 62% of the Kent State Population

Women are not a minority at Kent State University: they represent more than half of the faculty, students and staff. The exception is the tenure track and tenured category where women represent 43% of the positions. This ratio decreases in the higher ranks, the upper administration, and is particularly pronounced in the STEM disciplines.

The under-representation of women in positions of high rank and authority points to underlying problems of preparation, mentorship early in women’s careers as well as and climate.
What could a PCW* at KSU do?

- Provide direct support for KSU Strategic Goal VI (Developing and Recognizing our People)
- Join the ranks of esteemed universities that place the status of women at the top of their policy agenda (see slide 11)
- Increase the ability to attract, retain and promote excellent faculty, students and staff
- Enhance University climate for women
- Provide an annual report on PCW work and a report on the Status of Women at KSU every five years

* Presidential Commission on Women
Why “Presidential”?

- Women’s issues are institution-wide; they affect everyone at KSU: students, faculty, staff, administrators
- PCWs focus on priority issues and provide the President and the University with a coherent and coordinated perspective on campus issues and policies affecting women (e.g. Women STEM faculty)
- PCWs can intercept problems before they become significant
- A women’s commission at the Presidential level signifies institutional commitment to gender issues
Why now?

• Momentum: KSU’s *Excellence in Action Institutional Transformation* agenda is already underway by
  • designating a Center of Excellence in STEM education
  • improving the undergraduate experience
  • raising the KSU research profile

• The VP of the Division of Diversity, Equity, & Inclusion is the proposed co-chair of the PCW

• KSU is poised to write an NSF-ADVANCE *Institutional Transformation* grant through established IDEAL partnerships and networks
NSF-ADVANCE & IDEAL Program Goals

- ADVANCE: develop systemic approaches to increase representation and advancement of women and underrepresented minorities (URM) in science
- IDEAL: increase gender and URM equity and institutional transformation in STEM fields
  - in collaboration with 6 universities in NE Ohio
  - we are in year 2 (of 3 years) of support
- KSU-IDEAL: enhance collegiality across a diverse faculty and administration that supports a vibrant community of scholars
Possible Areas of Focus

- Research
- Policy
- Leadership development
- Recognition
Suggested Measurable Outcomes

- Develop a history of women at KSU (e.g., Fig. 1)
- Create framework(s) for relevant initiatives, such as documentation and assessment, for annual commission reports and five-year Status of Women at KSU Reports
- Assess metrics of KSU faculty and leadership data in relation to NSF indicators and comparable leading national institutions (e.g., Fig. 2)
- Generate additional climate survey data (e.g., Figs. 3-4)
Suggested Logistics

• Appointment of commission members
  • administration-appointed co-chairs (VP Diversity; senior woman faculty member)
  • 4-6 faculty members
  • 2 staff representatives (professional and classified)
  • 2 students (graduate & undergraduate)
  • liaison members (e.g., Women’s Center; Director of Women’s studies; Marketing and Communications; University Library)

• Adoption of Bylaws
• Presidential meetings held twice a year
• Public access to reports through President’s website
NSF-ADVANCE Institutional Transformation Recipients with PCWs

University of Maryland, College Park ($3.2 million)
• President’s Commission on Women’s Issues
  • http://www.president.umd.edu/PCWI/

University of Washington ($3.75 million)
• President’s Advisory Committee on Women
  • http://depts.washington.edu/pacw/index.shtml

University of Maine ($3.3 million)
• President’s Council on Women
  • http://www.umaine.edu/psw/

The Ohio State University ($3.6 million)
• The President’s Council on Women
  • http://ppcw.osu.edu/

University of Michigan ($3.3 million)
• President’s Advisory Commission for Women’s Issues
  • http://www.cew.umich.edu/PACWI1/

Case Western Reserve University ($3.5 million)
• President’s Advisory on the Council of Women
**Fig 1.** The proportion of women full professors in IDEAL departments has remained unchanged over the past 5 years.

![Bar chart showing the number of full professors for men and women from 2006 to 2010.](image)

Source: KSU-RPSE data, April 2011, ANTH, BSCI, CHEM,, CPHY, CS, GEOG, GEOL, MATH, PHY, PSYC, SOC, College of Technology

**Fig 2.** Kent State University ranks 6th in proportion of full professors that are women (doctoral-granting institutions in Ohio).

![Bar chart showing the proportion of full professors at various institutions.](image)

Fig. 3. Among male faculty, 73% said that they were strongly or somewhat satisfied with their overall experience at KSU compared with 52% of women. [Source: KSU-IDEAL climate survey, Spring 2010]

Fig. 4. Three-quarters of women faculty sampled were strongly or somewhat dissatisfied with mentoring they received at the University level compared with c. 43% of men.
Theme: Enhancing the climate for scholarly and collegial community in the College of Arts and Sciences

YEAR 1: THE FOUNDATION

Accomplishments in Year 1
- established baseline data (climate survey)
- connected with people & groups on campus
- developed website (http://www.kent.edu/fpdc/learning-and-teaching/ideal/index.cfm)
  - collected publications & resources for chair's handbook

Sampling of results from the climate survey*
- gender effects were pervasive with women expressing more dissatisfaction than men in access to resources, support for research, and mentoring at both department & university levels
- rank effects were also evident with associate professors expressing dissatisfaction with course load, access to mentoring and time for scholarly work
- 21% of women felt that they were treated with respect by administrators

Faculty are treated with respect by campus administrators

Plans for Year 2
- enhance data collection (focus groups)
- university outreach:
  - circulate results of survey
  - university-wide lecture by Bernice Sander
  - Week in Science coordinated with annual Celebration of Scholarship

Gender makes a difference in access to resources in my department

Sources of stress: securing funding for research

Discussion (looking forward to 2010-2011)
- hold 6 focus groups in fall, 2010
- achieve better representation from women, assistant professors and people of color
- explore perceived trends in data by deriving detailed questions from climate survey
- share findings with administration and identify areas of collaboration/conflict

*Survey methods
- total sampled = 121 (41.7% A & S faculty)
- sample demographics = 45 women, 76 men:
  - 15 assistant, 46 associate, 50 full professors
- survey questions drawn from CWRU, Women in Science (KSU), IDEAL change team
- representation from departments in the college of A & S
  - social sciences: 26.2%
  - biological sciences: 12.8%
  - physical sciences: 18.8%
  - humanities: 31.2%