**Results from the Pretest of the of Allies and Advocates**

**Spring 2016**

*University of Wyoming, University of North Texas, Rochester Institute of Technology, & Ohio State University*

**Introduction**

The pretest survey of Allies and Advocates is part of the PLAN D project funded by the National Science Foundation in partnership with North Dakota State University. This survey collected data to better understand the beliefs and commitments of men faculty members to engage in actions that promote gender equity on university campuses. Survey data were collected from male faculty at the University of Wyoming, the University of North Texas, Rochester Institute of Technology, and the Ohio State University who registered to take part in the PLAN D Ally Training. Data collection ran from January 29 to April 14, 2016 via an on-line survey specific to each campus and 79 participants responded (information about the participants can be found in Appendix A, on pages 19 and 20). The response rate for this survey was 78.2%.

**Ally Actions**

*I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at my institution.*

*I regularly share with my colleagues my commitment to creating a more equitable climate for women faculty.*

*I have read about gender bias and discrimination in academia.*

*I have spoken up when I notice a woman colleague being interrupted.*

*I regularly ask my women colleagues about their experiences of the climate within their department.*

*I regularly invite my women colleagues to informal gatherings where work-related discussions are likely to occur.*

*I regularly talk to my women colleagues about their research.*

*I nominate my women colleagues for university awards.*

*I volunteer to serve on departmental and college committees with the specific purpose of being an ally for gender equity.*

**Beliefs**

*I would be more comfortable having a man as a department head than a woman.*

*Women are just as capable of thinking logically as men.*

*Discrimination against women is no longer a problem in the United States.*

*Women experience gender discrimination when applying for academic jobs.*

*Society has reached the point where women and men have equal opportunities for achievement.*

*Women are less capable of being effective academic leaders.*

*There are many jobs in which men should be given preference over women in being hired or promoted.*

*Women should be given equal opportunity as men for training in the various professions.*

*Evaluations of teaching are negatively biased against women faculty.*

*When evaluating excellence in teaching, students evaluate men professors more favorably.*

*Women faculty need substantially more publications to receive the same evaluation as men faculty.*

*Articles are evaluated more favorably when attributed to men faculty.*

*Letters of recommendation under-value the competence and accomplishments of women faculty.*

**Actions Associated with Promoting a More Equitable Campus Climate for Women Faculty**

***Ally Actions Already Engaged In***

Promotion of Equitable Campus Climate

* As department chair for over 13 years, I have made every effort to promote an equitable climate in many ways.
* I have been a faculty leader and administrator for many years and have always tried my hardest to treat everyone equally and with respect.
* During a meeting of the Academic Senate in which I was a presenter, I noticed a situation in which a male Senator attempted to cut off a female Senator (even though she had the floor), and he made a comment accusing her of "being emotional" when she did not strike me as being emotional at all. After the Senate meeting, I wrote to the Senate chair, Provost, and President, expressing my concern that this had occurred without being called out, and that at a setting as visible as the Academic Senate, we should be doing more to show people that it is not an "Old Boys' Club." Ultimately, the Senate chair invited a speaker to come in and give a presentation at a future Senate meeting about unconscious bias.
* Spoken in favor of the recognition of gender (and other) biases in academia at faculty Senate, department meetings, etc.
* In my department I neither practice nor tolerate discrimination of any kind.
* I actively encourage women colleagues, support them in meetings, and disagree with male colleagues if it seems they have a bias against women faculty members.
* I encourage women to participate in committee discussions and support them when they do. I have served the ADVANCE team when called upon, though am not a member. I have watchdogged committees on which I serve (e.g., recruitment, promotion & tenure) to guard against bias on sex. I have told the Provost that "we suck" at providing a fair atmosphere for women. I'm not sure being rude to the Provost helped the cause, though.
* As a committee chair, I have consciously made efforts to seek out and include women faculty as members of the committee. I have listened to feedback from my female colleagues and have modified some practices to make the environment feel more inclusive. I have provided positive feedback and encouragement regarding teaching.
* Treat woman colleagues with respect and seek their guidance in areas where they have more expertise/experience than me.
* I constantly interact with women faculty and work with them on projects, and represent their points of views, generally as my own to enhance their opinions.
* As new faculty, I have limited my involvement in formal service and have therefore not taken any formal actions for gender equality on campus. On a less formal level, however, I have sought out women colleagues for advice, mentorship, and collaboration.
* Developing a department wide peer teaching evaluation process to counter-balance the attacks of male faculty on the teaching record of female faculty. 2) Worked with several faculty and department staff to ensure that visiting female high school students did not meet with a particular faculty member who repeatedly told female students that females were not cut out the be chemical engineers. 3) Objected to a department head search committee that did not include any females. 4) Worked with a female colleague to develop arguments to convince her department head to grant her the accommodations required by university policy as part of a maternity. 5) When agree to serve as a committee chair, ensuring that appropriate females are recommended for committee positions. 6) Prodding department head and Dean to move forward on two separate cases where the university's spousal accommodation policy was used to hire two female faculty. 7) Working 1-on-1 with a female faculty member over several days to help revise a manuscript that had been previously submitted and rejected. 8) Supported female department staff and encouraged them to report to HR the oral attacks from male faculty when the faculty were told that something was against university policy. 9) Serving as advisor to a female graduate student who was ignored by her previous advisor.

# Recruitment and Hiring of Women Faculty

* As Chair, I have aggressively recruited women for faculty positions in my department. Of my tenure track hires, 4 of our 8 are women. I have also supported my women faculty in attending events such as the Grace Hopper Celebration of Women in Computing.
* Voicing concerns in faculty recruitment committee.
* Led search committees for assistant professors. Both committees returned women as the top candidates but the administration moved slowly and did nothing to help us recruit them. In fact a senior woman administrator, put up a ridiculous roadblock in a top candidates start-up package.
* In my department the greatest problem is with the number of female faculty that are in the tenure system. I have taken every opportunity to advocate the hiring of female tenure-system faculty. With our existing female faculty and students, I sponsor regular events for awareness of equitability and for promoting more students to come into a field in which women are historically underrepresented.
* As chair, I hired more women than men, and all professional staff in my funded work are women.
* I have worked with the dean to develop an equitable faculty mentoring program in the college. We have also worked on hiring more female faculty within the college and in increasing the number of women candidates within the hiring pool.
* Equality in hiring of faculty.
* I have actively advocated for interviewing qualified women faculty candidates as a member of the faculty search committee.
* I hired more women undergraduate research assistants than men if that would count. Otherwise I tried to push for a woman faculty candidate when I was on a faculty search committee (without success).
* Hiring female faculty as chairs. Strongly encouraging diversity in hiring of new faculty, and ensuring that the pools for down-selection of faculty hires must be diverse by gender and minorities.
* Hiring female faculty.
* I am not really in a position to do much other than promote diversity of hires and specifically reach out to female candidates to apply for positions within the department. We have an excellent female chair and I believe the atmosphere in our department for women is positive, but the unknown bias likely still exists.
* Promoting gender equity in hiring practices. Developing training programs that promote the understanding of how women are discriminated. Read women's evaluations and letters of recommendations with a discerning eye so as to vet out discriminatory bias (conscious or unconscious).
* Set college norms and expectations, required gender diversity in candidate pools when hiring, supported the Advance grant and related programming, encouraged female faculty members to seek promotion, put female faculty members into leadership position.
* Directly hiring women as full-time faculty and part-time instructors. Support of applying FMLA leave in a flexible manner. Family-friendly meeting times. Family-friendly social gatherings.
* Serving as department chair, recruiting female faculty, mentoring female faculty.
* Support women applicants for positions. Beyond that, I have not done anything explicit to support women. That is, I have not sought out opportunities to support my women colleagues. I do believe that I project a supportive attitude, but...
* Faculty searches, especially for leadership positions.

Advocating for Pay Equity and Other Financial Resources

* Involvement in faculty senate in advocating for equity in salaries, supported Committee on Status of Women, spoke as a panelist at gender diversity workshops.
* Have argued for equal pay to the dean. Participating in an Advance related project. Advocated for female faculty on hiring.
* Prepared a proposal for reducing daycare costs (childcare loan program).

Tenure Promotion

* I have volunteered to serve on both the College and University Promotion and Tenure, and actively promoted the goal of removing gender considerations from academic reviews. I have chaired faculty search committees and work to remove gender considerations from hiring decisions.
* I served as a department head for almost 8 years. During that time, I oversaw three tenure packets of women faculty, all of whom were receiving biased reviews from men colleagues. I worked to address these issues in my head's reviews to ensure that these packets were properly evaluated at higher levels (all three women, deservedly, received tenure.) I also worked to facilitate the transfer of a woman faculty member from a non-engineering department into my department. I also had to fight upper administration extensively to facilitate two spousal hires of highly qualified women faculty into my department. Now that I am no longer a department head, I hope to provide more direct mentoring assistance for all faculty, and especially women faculty.
* Mentored women faculty for promotion.

Leadership Opportunities for Women Faculty

* I have placed women faculty in leadership roles within my leadership (chair of departmental committees, chairs of search committees, etc.).
* Looked to elevate junior women faculty to positions of leadership within the department.
* Several retention/pre-emptive retention efforts for equity reasons; I do think about leadership development and mentoring of women faculty in hopes they might be leaders in our academic community.
* Promoted women into leadership positions, supported women in obtaining training to advance their career, celebrated milestones such as the birth of a child. Held family centered events.
* Being aware of potential bias and ensuring that it does not influence decision making. Placing women faculty in prominent leadership positions - over male faculty of comparable (or in some cases even higher) levels of professional accomplishment. Emphasis placed on teamwork and ability to lead teams.

Mentoring and Advising Women Faculty and Students

* I have shared my experiences in academia with my female colleagues, as well, in hopes that the lessons I have learned will benefit them. To that end, I have spoken with my female colleagues about how to pursue government funding and introduced them to key individuals at the National Science Foundation.
* Peer mentoring of TT faculty; nominate woman faculty for University, College, and Community awards.
* I actively promote mentorship of new faculty members. I am currently working on a grant where gender specific mentorship is a focal point. The challenge we face is that the low number of female faculty members in our department and college, makes it difficult to pair new and experienced faculty appropriately. We are working to connect underrepresented faculty at partner universities to achieve a critical mass in the proposed mentorship plan.
* I informally mentor a new woman assistant professor. I do not tolerate gender discrimination. I make sure when I am on search committees or chair search committees that women candidates are evaluated fairly.
* As a graduate student mentor, I prioritize opportunities (funding, hiring, etc...) to promote the careers of talented female engineering students within research disciplines.
* I advise female graduate students.

Participation in Programs that Promote Gender Equity/ADVANCE Programs

* I am part of the Advocates and Allies organizing team. Presenting data to my students about gender bias in student evaluations of female faculty. Increasing female faculty representation in searches and hopefully in hiring.
* In my administrative capacity I provide encouragement and/or administrative support to advocacy groups such as the Women's Faculty Network.
* A few years ago I gathered female colleagues to serve as role models for young women in Math & Science. We also discussed means of getting more women to teach higher-level courses.
* Participation in CEOS, vigorous efforts to hire, mentor, and promote female faculty. Participated and co-organized NSF-sponsored equity workshops, alumnus of the White Men's Caucus, work closely with the Women's Place on diversity initiatives on campus, influence faculty recruiting, organize presentations and workshops for college leadership on gender issues.
* I have attended and encouraged attendance among unit faculty and staff to ADVANCE events. When my unit has hired for full-time positions, I have worked with our Office of Faculty Recruitment to ensure we have a diverse applicant pool. As a unit director, I have sponsored through monetary contributions the events offered by other units focused on issues specific to campus climate for women.
* Participated in several pre-proposal and proposal preparation efforts for ADVANCE projects.

Research

* In the two years as Chair I have done everything possible to improve the ability of women researchers to do their work such as -providing as many resources as possible.
* Conducted research study of gender bias in student evaluations (found slightly more positive evaluations for women, actually). Serve on Executive Committee of Women in Science. Organized "It Stops Here" campaign against sexual and other harassment. Start "Coffee Chat" series that has covered gender issues, including sexual harassment, Title IX, respect in the classroom, and faculty/staff interactions.

Committee Service

* Service work on committees.

# Limited Efforts/Opportunties

* I perceive there being a limited number of opportunities to do this. I try to be gender neutral in most cases.
* Just conversations up until now - looking to do more at department, college, and institutional levels.
* I work in a department that is dominated by excellent women colleagues and I never find an opportunity to differentiate colleagues by gender.
* I deal with diversity issues and I have to look at the issues associated with both genders.
* None.
* None
* N/A.

***Future Ally Actions***

Promotion of Equitable Campus Climate

* Participate more actively in efforts to recognize, appreciate, and nurture the work of women faculty and staff.
* Ensure that women faculty do not feel isolated.
* Continue to promote the added value of having a diverse, gender equitable faculty population. I see no reason why we should not be able to achieve the same diversity with our faculty that our country enjoys.
* Engaging in programs such as this to promote gender equity.
* Equal faculty roles within the department.
* I will continue to speak up when I notice subtle or not so subtle attempts to discriminate against women or other underrepresented faculty.
* I feel that I always promote a more egalitarian campus climate.
* Promote participation in learning and educational opportunities for all the workplace, male and female alike.
* I would actually like to be more cognizant and vocal at the source of inequity.
* I believe the primary thing that I can do to create a more equitable campus climate for women faculty is to be open to conversation about their experiences (as well as my own) and to provide counsel and personal insight on the unwritten rules of academe.
* Sustaining the positive climate we built; working to ensure further gender equity in hiring, promotions, compensation, professional development, and awards/recognition.

# Recruitment and Hiring of Women Faculty

* 1. Increase the hiring of more female faculty colleagues. 2. Encourage more female faculty colleagues to pursue leadership roles within the institution. 3. Listen more to colleagues and try to understand the challenges associated with an equitable camps climate.
* Supportive of hiring more women faculty members.
* I believe our campus climate is already very good for the women we have, but women remain underrepresented in my department so I will continue working to change this imbalance through hiring where appropriate.
* Vigorous efforts to hire, mentor, and promote female faculty, with a goal of a large cadre of distinguished female full professors.
* Continued service on hiring committees. I also share the good work of Women's Studies and I often support even our female graduate students.
* Continuing recruiting and mentoring female faculty, attend additional training.
* Trying to improve the hiring, mentoring, and over climate Attendance of/participation in professional workshops and seminars led by female colleagues.
* I feel that we should continue to actively recruit, retain, and promote female faculty members. I will continue to promote this objective on search committees to every extent possible.
* Continue to engage in dialogues about gender equity both financially as well as hiring, promotion, startup costs, service engagement, etc.
* I'd encourage the administration to move aggressively when hiring qualified female faculty.
* Working with our future faculty programs to ensure women are invited to apply to our Engineering department positions.

Leadership Opportunities for Women Faculty

* Keep working until there is a balance of male and female faculty members in different ranks. Encourage female faculty to take leadership roles.
* Supporting female faculty in leadership development.
* Promote leadership in joint research/administrative projects with women.

Mentoring

* I anticipate acting as a mentor to junior women faculty and advocating on their behalf to senior colleagues and administrators.
* Mentoring female faculty. Increasing the number of female faculty in my department and college.
* Mentoring.
* I hope to provide direct mentoring assistance for all faculty, and especially women faculty. I would like to learn more ways to assist in promoting a more equitable campus climate for women faculty.
* Am worried about the service obligations of some of the more senior women faculty in my department, particularly in regards to college and university service to help them advocate more effectively on their behalf.

Participation in Programs that Promote Gender Equity/ADVANCE Programs

* Continuing research on possible gender bias in student evaluations, expanding coffee chat & "It Stops Here" campaign. Working to develop "Women in Science" community events. Serving on Institute Committees to advocate for gender equity.
* Continue to be an advocate for gender and URM diversity on campus.
* Participation in gender equity initiatives and also bias recognition initiatives.
* Hopefully committee work and I'd like to participate more strongly in gender-based initiatives.
* I hope that my eventual committee work (i.e., service to the college and University) will have a strong equity component -- in terms of gender, race, sexuality, and (dis)ability.
* I am participating in the Advocates and Allies program.
* Being a part of this committee
* My efforts will be focused on developing and institutionalizing an Allies and Advocates program on my campus.
* Serving as an Ally for this program.
* Work with ADVANCE effort on my campus and beyond.
* NSF ADVANCE Ally within the college of engineering.
* Attending this training. Applying what I learn. Inviting key leaders to learn more about this.
* This training.
* I will continue the actions above, and have committed to the Ally training.
* More of the same plus whatever I learn from my Advocate training.
* I will continue to do some of what I described above, and look forward to the Ally and Advocate training so that I have other ways, given my position as unit director and as faculty colleague to promote a more equitable campus climate for women.
* If, through Allies training, I can become an active promoter of gender equality, I am more than willing to do this.
* Beyond what I describe above [Treat woman colleagues with respect and seek their guidance in areas where they have more expertise/experience than me.], I'm looking for ideas from the Ally training.
* Looking forward to participating in this project and learning more about what actions can be taken campus-wide

Education on Unconscious Bias and Issues Women Faculty Face

* I'd like to see sessions offered in my own department that bring visibility to the need to recognize unconscious biases in how we treat each other, whether it is when we evaluate each other for tenure and promotion, when we work with each other on committees, or even when we are just in hallway conversations.
* Read more about bias. Try to be more active when appropriate.
* Obviously, I need to educate myself more about the challenges women face aside from the most obvious to which I think I am already sensitive.

Policies and Procedures

* Assist new faculty members who need maternity leave to be able to maintain their progress towards tenure.
* If I do one thing, I would like to address child care support and paid maternity leave. Our broader culture places disproportionate burden on women in this regard, and this in turn can impact performance. Yet we do little to address "the elephant in the rom". We also speak in generalities regarding women in academia, ignoring subcultures where problems may or may not exist, and where impediments may differ. I'll push to make this real - address the elephant in the room, and not be overly simplistic in approach. Be a student of the challenge.
* Currently, parents can receive a one year stop on the tenure clock associated with having/adopting a child. However, this clock stoppage does not stop the yearly evaluation process to determine raises. 2) Encouraging the university to expand its spousal accommodation policy and work to properly fund the project and add a position in the president's office to oversee the policy. Currently it is left to units/colleges to work out on an ad-hoc basis. 3) Encourage the university to reward good behavior. If you as a department hire a female, a nice reward would be a line to hire another faculty member.
* I will work with a faculty group initiating a program to examine, identify, and address gender biases in policies and procedures.

None or Not Sure

* Nothing different than what I am doing now.
* I am not sure at the moment.
* Until now, I had no specific intention of seeking out support opportunities.
* I do not see my sphere of influence expanding much in the future.
* Not sure.
* None

Appendix A: Characteristics of the Sample

Characteristics Men

n %

Institution

University of Wyoming 17 21.5

University of North Texas 14 17.7

The Ohio State University 24 30.4

Rochester Institute of Technology 24 30.4

Academic rank

Lecturer/Associate Lecturer 4 5.1

Professor of Practice 1 1.3

Assistant Professor 4 5.1

Associate Professor 28 35.4

Full Professor 38 48.1

Professor Emeritus 1 1.3

Director 1 1.3

Did not respond 2 2.5

Tenure-track position

Yes 67 84.8

No 10 12.7

Did not respond 2 2.5

Currently have tenure

Yes 63 79.7

No 4 5.1

Did not respond 12 15.2

Administrative position

Yes, full-time 1 1.3

Yes, part-time 1 1.3

None 8 10.1

Did not respond 69 87.3

Characteristics Men

n %

Race

White, not of Hispanic origin 57 72.2

Asian 9 11.4

Hispanic/Latino 6 7.6

Black/African American, not of Hispanic origin 2 2.5

Did not respond 5 6.3

Relationship status

Married, living with spouse 65 82.3

Not married, living with partner 1 1.3

Married, living separately 3 3.8

Single 7 8.9

Did not respond 3 3.8

Currently partnered with a women who is also a faculty member

Yes 11 13.9

No 55 69.6

Did not respond 13 16.5