

The Status of Women Faculty at NDSU. NDSU faces five specific challenges in its efforts to recruit and support women faculty:

Challenge # 1: Chilly climate for women faculty including women of color and women with disabilities.

Williams' (2004) findings that systematic gender bias and stereotyping create an unwelcome climate for women, describes the climate for some at NDSU. For example, the 2003 Diversity Council's campus climate survey revealed that among the 242 faculty who responded to the web-based survey, 81.7% of the men indicated they were comfortable or very comfortable with the climate in their departments compared to 70.3% of the women. Although only a small number of faculty reported harassment based on sex (n=19), women constituted 73.7% (n=14) of those reports. And, finally, when asked to indicate if NDSU addresses issues of sex (gender), 64.6% of the men agreed or strongly agreed, but only 33.3% of the women did.

In 2002, four FORWARD faculty gathered evidence of barriers to women's retention in a survey of current and recently resigned faculty. Forty-nine male/female pairs matched by rank and discipline responded to questions about the university as a place to work. Results identified areas associated with greater attrition of women faculty: stress based on subtle discrimination, work-related stress, stress due to time pressure, lack of personal time, and difficulties in departmental communication.

In one part of a two-pronged FORWARD study conducted in fall 2007, consultant, One Degree, Inc., interviewed a sample of women and men who had left NDSU (n=20). In the second part, an online survey targeted other faculty who had left NDSU (respondents=46) as well as current faculty (respondents=247). The online survey of those who left revealed that women reported among their top five reasons for leaving: receiving better job offers and subtle or overt discrimination (both 52.9%), conflict with a direct supervisor and conflict within the department (both 29.4%), and other reasons, including climate-oriented explanations such as isolation and being ignored. The responses from current faculty revealed that women are less satisfied with the climate than men (concerns included communication, feeling dissimilar from others in the department and college, feeling a lack of unity/cohesion among faculty in the college, lack of collaboration opportunities). Current women faculty rated the climate significantly lower than men (p-value = 0.028). They also felt significantly more stressed in balancing their work and family life than men (p-value = 0.024). Thus, the data FORWARD has collected over the past five years indicate significant differences in the climate that men and women experience.

The Collaborative On Academic Careers in Higher Education (COACHE) survey, administered to NDSU assistant professors in 2006, reveals that people of color are significantly more dissatisfied than whites at NDSU, in part due to isolation. There only are 31 tenured men of color (27 in STEM) and 3 tenured women of color (all in STEM), contributing to their even greater sense of isolation and vulnerability.

Challenge #2: Too few women in STEM applicant pools. There have been only modest gains in the numbers of women faculty at NDSU since 2001. Table 1 shows that in 2005-06, we interviewed a greater percentage of women faculty applicants than were in the initial pool, and generally hired at a higher percentage. Based on NSF's 2005 report *Doctorates Awarded to Women by Field of Study & Year of Doctorate* (<http://www.nsf.gov/statistics/nsf07305/>), we still do not approach hiring the percentage of women available in the pipeline.

Table 1. Percentage of women applicants, interviewees and hires by college, 2005-2006

| NDSU Women Applicants | % Applicants | % Interviewed | % Hired |
|---|---------------------|----------------------|----------------|
| All Searches | 17.2% | 28.7% | 21.9% |
| Science & Math | 15.9% | 28.6% | 14.3% |
| Engineering & Architecture | 8.0% | 18.8% | 16.7% |
| Pharmacy, Nursing & Allied Sciences | 14.3% | 33.3% | - |
| Agriculture, Food Systems & Nat'l Resources | 19.3% | 27.3% | 20.0% |
| Arts, Humanities and Social Sciences | 53.7% | 50.0% | 100% |
| Human Development & Education | 100.0% | 100.0% | 100% |

Challenge #3: Retention of women faculty is low. Table 2 indicates a dramatic imbalance of tenured men to women, with the total percentage of tenured men in 2007-08 at 57% (n=272), and the total percentage of tenured women at 8.8% (n=42). In STEM, the imbalance is greater, with tenured men at 58.9% and tenured women at 4.3%.

This imbalance of men to women faculty creates a gendered institution and leaves some women feeling isolated and vulnerable.

Table 2. Number (percentage) of STEM and total faculty who are tenured by gender

| Academic Year | STEM Faculty | | | ALL Faculty | | | |
|---------------|--------------|-------------|--------------------------------|-------------|-------------|--------------------------------|--|
| | Tenured | | Total (Tenured & Tenure-Track) | Tenured | | Total (Tenured & Tenure-Track) | |
| | Women | Men | | Women | Men | | |
| 1992-93 | 4 (1.6%) | 175 (68.1%) | 257 | 25 (5.4%) | 270 (58.1%) | 465 | |
| 2000-01 | 6 (2.2%) | 183 (65.8%) | 278 | 25 (5.7%) | 249 (56.5%) | 441 | |
| 2004-05 | 9 (3.2%) | 177 (62.3%) | 284 | 30 (6.2%) | 253 (52.3%) | 484 | |
| 2006-07 | 12 (4.4%) | 164 (60.7%) | 270 | 38 (8.1%) | 245 (52.1%) | 470 | |
| 2007-08 | 12 (4.3%) | 166 (58.9%) | 282 | 42 (8.8%) | 272 (57.0%) | 477 | |

The online portion of the FORWARD 2007 survey of current faculty revealed that women at the institution are significantly less satisfied than their male counterparts in three of six areas: climate, nature of work, and balance of career and family. There were no significant differences between STEM and non-STEM women.

Furthermore, the data in Table 3 suggest two things: 1) although the numbers of women have increased at the assistant level, NDSU has not consistently retained these women; 2) NDSU is poised to promote a large number of women (STEM and all fields) in the next five years if we can reverse our poor retention rate.

Table 3. Number of women faculty

| Women Faculty | 1992-93 | | | 2000-01 | | | 2007-08 | | |
|---------------|-----------|-----------|------|-----------|-----------|------|-----------|-----------|------|
| | Assistant | Associate | Full | Assistant | Associate | Full | Assistant | Associate | Full |
| STEM | 10 | 2 | 2 | 16 | 3 | 3 | 32 | 8 | 4 |
| ALL | 41 | 18 | 7 | 50 | 18 | 7 | 72 | 30 | 9 |

Challenge #4: Limited numbers of women advance to full professor. Despite 15 years of increasing success in hiring women as assistant professors, the number of women full professors has not increased significantly. For example, between 1992-93 and 2000-01, eight years during which we might expect a cohort of women to have become tenured and promoted, there were still only 18 associates and 7 full professors, representing no change at the upper ranks. Presently, only 2% of women faculty at NDSU are full professors, a total of 9, up from 1.5% in 1992. Male full professors are the largest group on campus, 31.2% of total faculty. Four of the women full professors are in STEM (1.5% of STEM faculty) as opposed to 90 full professor STEM men (33.3%). The over-representation of male faculty at the highest ranks reinforces the concept of a gendered institution and contributes to differences in the perception of climate for women faculty and for women faculty of color.

In the 2007 FORWARD survey of current faculty, women associate professors were the least satisfied group on campus, having the lowest means for all groups in 17 of 28 response categories and responses lower than their male associate professor counterparts in 23 of 28 indicators. Women associate professors' responses showed particular dissatisfaction with levels of stress, communication, and opportunities for research and advancement. The dissatisfaction and lack of opportunity women feel once they become associate professors may contribute to their high rate of attrition: 25% as opposed to 5% for men.

Challenge #5: Few women in academic leadership roles. While women faculty at NDSU serve on and chair major university committees, of 8 academic deans only 1 is a woman. In STEM colleges, only 1 of 28 department chairs/heads is a woman, and of the 5 STEM deans none are women. There are only 2 women chairs/heads outside of STEM (Apparel, Design, Facility and Hospitality Management, and Nursing), and national searches for department chairs/heads have not resulted in any new women chairs/heads. The FORWARD 2007 online survey of current faculty reveals that women feel they have less opportunity to advance than men (p-value = 0.001). The limited number of women in major administrative positions has huge implications because there are few female role models for women faculty interested in career advancement. This lack may contribute to a climate in which talented women faculty leave because they do not see potential for career growth at NDSU.