Institutional Support for Equity in Tenure, Promotion, and Career Advancement

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Obstacles to Women’s Career Advancement

• Overt discrimination – rare and declining
• Subtle discrimination and stereotyping
• Child-rearing decisions (birth, adoption)
  – Coincidence of child-rearing years and early professional development (postdoc, pretenure)
Institutional Policies

• Know about institutional policies that reduce these impacts:
  – Leave for birth or adoption (either parent) – paid or unpaid?
  – FMLA
  – Tenure delay (either parent)
    • Automatic approval?
    • How often before tenure?
  – Workload adjustments
Effectiveness of Policies

• Ensure policies are easily located and understood

• Understand and address local attitudes
  – Administrators (Chair, Dean, Provost)
  – Faculty colleagues
    • Will adjustments be held against the person in merit, tenure, promotion reviews?
  – Include in workshops, orientation
Career Advancement Opportunities

• Leadership development programs
• Mentoring and networking
• Research advancement
  – Research leaves/sabbaticals
  – Postdoc support
  – Research collaborations
  – Appointment to review panels, etc.
Career Advancement Opportunities

• Administrative advancement
  – Offer leadership positions (committee or task force chairs,
  – Identify initial opportunities – Associate Head, Graduate Director, Associate Dean, etc.

• Workshops
  – Council of Colleges of Arts & Sciences (CCAS)
  – American Council on Education, The IDEA Center, many others