

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)
 - See: Wendy M. Williams & Stephen J. Ceci, “When Scientists Choose Motherhood.” *American Scientist*, 100(2):138-145, 2012.

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