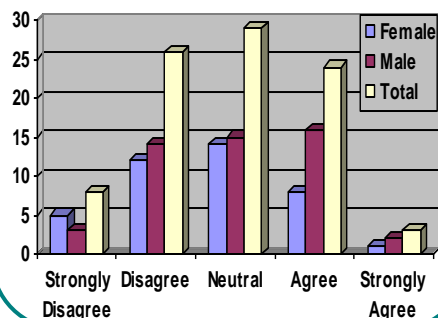
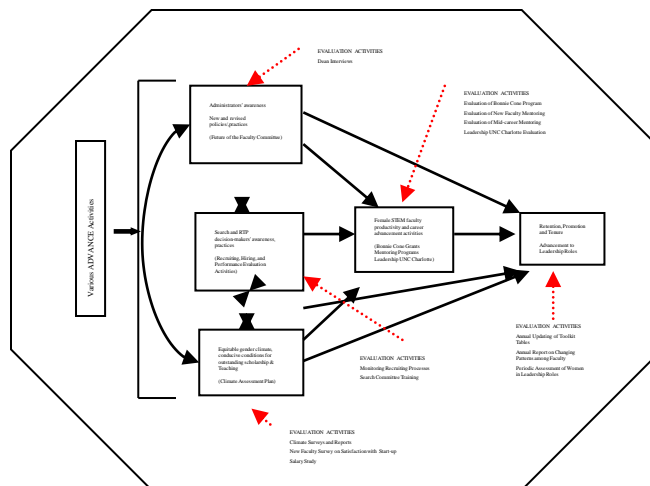


The University has incentives in place to encourage achieving promotion to full professor.

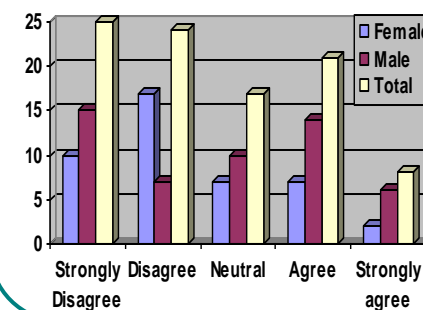


Findings

- Lack of perceived incentives for seeking promotion for both genders but more pronounced for women.
- Widespread perception that the university embraces a single “pathway” for promotion to Full Professor-for both genders but more pronounced for women.
- Widespread perception that the criteria for promotion are not clear for both genders but more pronounced for women.
- Fewer than one third of men and women reported guidance on promotion from their Chairs.
- More than half of women feel that promotion decisions are NOT influenced by gender, race, or other non-performance factors.
- A large majority of men and women feel that having a mentor would be helpful in preparing for promotion.



I have received guidance from my chairperson about what I would need to do to be promoted to full professor.



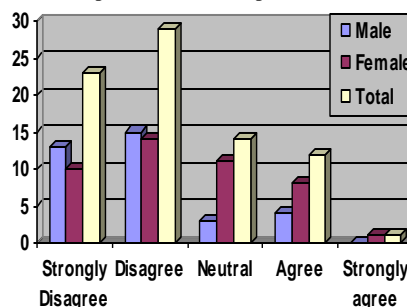
Survey Findings

- 54% planned to seek promotion within next 5 years
- 68% planned to seek promotion within next 10 years
- 13.5% would “never” seek promotion
- 19% were unsure of their plans

Implications of Findings

- Mid-career mentoring
- New initiatives begun Fall 2008
- Policy changes to remove barriers
- Clearer criteria and multiple pathways
- Chair Training
- Add feedback on “progress toward promotion” to all faculty evaluations
- Better communication of existing incentives

The University supports and encourages multiple models (based on different emphases on Scholarship, Teaching and Leadership) that can be used to build a record for promotion to full professor.



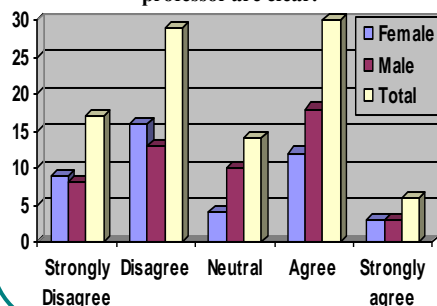
Needs Assessment

- Focus Groups for Women in STEM-Spring 2008
- Identified barriers to promotion, needs of associates, and solutions for success
- Reported on at 2008 PI meeting
- Basis for Mid-career mentoring Initiative launched for STEM women Summer of 2008
- Survey of ALL Associate Professor Faculty-Spring 2009
- 283 men and women in all disciplines

Survey of Associates

- Purpose: assess perceptions of processes and expectations surrounding promotion to Full Professor
- Completed surveys returned by 96 faculty
- 44 women & 52 men

The criteria used in my department for deciding on promotion to full professor are clear.



I believe that decisions about promotion to full professor in my department are made fairly, and are not influenced by gender, race, or other non-performance factors.

