Women’s Leadership and Career Development Task Force

Status Update
June 14, 2014

The Women’s Leadership and Career Development Task Force was created by Provost Christine Riordan in the fall of 2013. The purpose of the Task Force is:

1. To identify career and development opportunities for women faculty and executive staff
2. To promote the visibility and acknowledgement of women’s contributions on campus
3. To create an understanding of the status of women on campus.

The Task Force is comprised of 27 faculty and administrative officers divided into three sub-committees working on each of the three objectives. The Provost appointed Terry Allen and Mary Davis as co-chairs of the Task Force in February 2014 and asked the Task Force to submit a report on its work by no later than December 2014. This Status Update describes the activities and accomplishments of the Task Force to date and contains status reports of the work of the three sub-committees.

Structure and Charge

1. Membership
   i. Developed three sub-groups and confirmed leaders
      A. Opportunities: Identify career and development opportunities for women faculty and executive staff (Lead: Carol Hanley)
      B. Advancement: Broadened scope from “help promote advancement of women by actively nominating colleagues” to “promote the visibility and acknowledgement of women’s contributions” (Lead: Karen Tice)
      C. Benchmarking: Create an understanding of the status of women on campus (Lead: Mitzi Schumacher)
   ii. Recruited Task Force members, increasing total membership from 18 to 27, each of whom self-selected a sub-committee assignment.

2. Task Force Charge and Report Deadline
   iii. Refined charge as detailed above
   iv. Report due to Provost in December 2014

3. Public Relations and Outreach
   v. Online presence developed
      A. Developed comprehensive website
      B. Set up email address and shared drive
      C. Resources, historic reports, membership information provided
D. Added Task Force under UK Site Index W

vi. Announcement of Task Force on Provost’s blog
vii. Discussion of Task Force with College’s in Provost meetings

Task Force Activities

1. Monthly Task Force meetings held, Sub-committee meetings conducted by Chairs also held
2. Reached out to new 2014 – 2020 UK Strategic Plan Goal 5 leaders (“Foster a Positive Work Environment for Faculty and Staff”) to include in Tactics and Metrics
4. Data gathering begun by all sub-committees. Surveys, benchmarking research, interviews and other efforts are in progress and/or planned.
5. Effort to re-establish the Office of Women in Higher Education (OWHE) in Kentucky discussed and in preliminary planning stage.

Sub-committee Reports

Professional Opportunities Sub-committee Report

The data collected and analyzed from a spring 2014 survey distributed to females employed at UK in executive managerial positions suggest the need for career and leadership development programs tailored for UK professionals held on UK’s campus provided at low cost.

The committee discussed the white paper developed by Nancy Jones, Karen Patrone, Susan Roberts, Nancy Schoenberg and Hollie Swanson and would like to compare the institute described in the paper to others, most notably one conducted by the University of Florida. It might also be worthwhile to interview three to four survey responders and determine what they found valuable in professional development events. The committee discussed other necessary elements of the program that needed development including selection, timing, cost, number, gender configuration (gender separate or mixed groups) and the organizational unit that would administer the program.

The committee also discussed the need for parallel programs, similar to the aforementioned institute, for executive staff and perhaps, eventually programs for female graduate students and post docs.
The committee discussed the idea that both genders needed to be educated on women’s issues in order for women’s status to change at UK; thus, the concept of including men in professional development events was discussed.

The committee is developing a database of professional development experiences females at UK have attended and reviewed favorably. The database will be available for posting on the Provost’s website.

The committee highly recommended that all deans be informed of the progress of the professional opportunities committee and the task force as a whole, on a regular basis. If faculty and executive managerial staff are to be released for participation in professional development events and if those events require funding, deans will need to be aware of the Task Force’s goal, objectives and activities.

The NSF Advance grant request for proposal, institutional transformation program, will be released again in 2015. Information from the NSF website states:

Institutional Transformation awards are expected to include innovative and systemic organizational approaches to transform institutions of higher education in ways that will increase the participation and advancement of women in STEM academic careers. These awards support comprehensive programs for institution-wide change. Additionally, IT projects must include a supplementary 5-page research study designed to investigate theory-driven models and innovations related to the participation and advancement of women in the academic STEM disciplines. It is expected that the research study will inform institutional transformation, or other relevant areas of academic investigation. Research that investigates novel aspects of the proposal is especially encouraged.

It is recommended that the Women’s Task Force submit an Advance grant proposal. Last, the committee discussed the need for an organizational unit, such as a women’s center, to administer, develop and/or coordinate programs, including professional development events and grant proposals.

**Advancement Sub-Committee Report**

Potential ideas for advancement and acknowledgement:

- Ongoing (perhaps monthly) profiles of women staff/students/faculty in **UK Now** and other campus outlets – include as a regular feature (broadly disseminated submission info)
Ongoing focus/effort to highlight UK women’s contribution in **community media** about women staff, students, & faculty focus on empowerment and equity, on and off campus.

Increase the overall **web presence** of resources and contribution for and by UK women.

Exploration of UK’s website presence & branding – what messages are we sending about gender and race? Perhaps use **focus groups** and/or include items in the survey to understand this issue more clearly.

**Benchmark** women’s centers, women’s leadership institutes, and the national women’s Studies Association – example – Women’s Professional Day modeled after UM Mankato where women talk about how they came to be leaders and advanced in their careers.

Explore establishment of a **Women’s Center**

Emphasize women of color status (**special exhibits** which highlight the work of UK women of color past and present - may be highlighted during Black and Women’s History month)

Establish a **series of ongoing events**, which advance women’s issues and recognize/reward women that foster gender equity and diversity.

Establish (in addition to the Sarah B Holmes award) other **awards** for teaching, research and community engagement by women and/or those which advance women’s issues.

Establish an **annual event/symposium** including external and internal speakers which recognize/acknowledge UK women who excel in teaching, leadership, and service – with a keynote speaker, award ceremony, poster sessions (including students) for women who are advancing the conversation and visibility of gender equity, leadership, & engagement.

Establish a **clearinghouse** for stories/research/events/issues. Clearinghouse should contain components that focus **on information for new faculty, staff, and students** on campus resources and for special events related to diversity and women’s advancement.

Increase **community/campus collaborations**.

Establish **scholarships for student work** on gender equity and leadership and explore **stipends/awards** to promote faculty work on gender equity and leadership.

Publicize/promote **existing UK programs** such as the annual black women’s conference and the work of the Department of Gender and Women’s Studies programs & affiliates

Expand our work on enhancing the significance of campus diversity and gender advancement work by faculty and staff in **annual evaluations**

Increase communication with the **Board of Trustees** regarding women’s advancement and diversity on campus.

Hold **focus groups** for brainstorming and developing collaborations and ideas.
• Develop **standing committees** across colleges on women’s advancement.

**Benchmarking Sub-committee Report**

The goal of this subgroup is to provide data in order to provide both a base line to evaluate future efforts and to compare UK to its benchmark institutions. In order to achieve that goal, our subgroup has channeled our efforts in 3 ways. As a subgroup we have tried to "divide and conquer" with a sub-subgrouping of members to focus on each of our efforts.

First, we plan to **examine the institutional data** relevant to the current status of women who are faculty and in the H10 category of the EEO6 employee classification system (the Executive, Managerial & Administrator category). On 14 May 2014, Mary Davis, Terry Allen and I met with Rosalyn King (sitting in for Mary Kathryn Starkey, Business Data Analyst) and Roger Sugarman (Institutional Research Director) of the Business Intelligence department of the University Technology and Advanced Analytics unit under the Provost's Office to discuss our request for data and analyses. To begin our discussion we referenced the Software Requirements Specification prepared for the President's Commission on Women in Nov/Dec of 2004. It listed all the variables and data sources for a data set to be archived each year in the then University Data Warehouse that would allow analyses of faculty women's representation, tenure progress, and Distribution of Effort, by department and college. A similar list of variables and data sources will need to be developed for women in the Executive/Managerial/Administrative category. While the then current demands of the Strategic Plan required we postpone further work, the Analytics group were very supportive.

Second, we plan to examine the same groups of **women's perceptions of their status** on campus via a short survey. An important consideration in our plans to survey women are the preparations of the Work-Life Director Erika Chambers. She has a committee that includes other members of the Task Force working to develop a RFP for an outside vendor focusing on engagement and envision surveying the faculty in October 2014. We neither want to overlap with their survey content, nor do we want to confuse or burden respondents with multiple questionnaires, so some joint planning will be required. Since other subgroups have already done some surveying of women, we will endeavor not to overlap with their questions. Substantive areas for the survey include women's perceptions of policies such as those directed at family leave, mentoring, equity, work stressors, and institutional support.

Third, we plan to compare UK to its **institutional benchmarks**, specifically the 11 institutions identified by the University Review Committee that fit the criteria of offering undergraduate educations, with a medical center on campus and a state land grant mission, and a comparable research portfolio (Michigan State, Ohio State, University of Arizona, University of California--Davis, University of Florida, University of Iowa, University of Michigan, University of
Minnesota, University of Missouri, University of North Carolina, University of Wisconsin). Much of the information that will comprise the data for these comparisons will be derived from the institutional research reports found on their websites. In addition, some contacts will be made with the existing Women's Center (there are 6) and/or Women's Commissions (there are 2). Metrics will focus on representation, equity, policies, and resources.