Networking and Issue Identification:
Supporting Women across the UT System

Co-Hosted by
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and

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October 29, 2012
Meeting Objectives

• To network with women faculty and executives across UT System who have special interest in creating an innovative and supportive culture for women leaders
• To spotlight contemporary issues facing women leaders that enhance or suppress their advancement
• To identify opportunities for collaboration
• To form an agenda for the future
**Faculty Headcount By Gender Within Tenure Status**
(Percent Distribution)
**UT System – Fall 2009**

<table>
<thead>
<tr>
<th></th>
<th>Tenured</th>
<th>Tenure-Track</th>
<th>Other Professional</th>
<th>TOTAL FACULTY</th>
</tr>
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<tbody>
<tr>
<td><strong>ACADEMIC</strong></td>
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<tr>
<td>Male</td>
<td>74.0%</td>
<td>57.1%</td>
<td>48.8%</td>
<td>59.0%</td>
</tr>
<tr>
<td>Female</td>
<td>26.0%</td>
<td>42.9%</td>
<td>51.2%</td>
<td>41.0%</td>
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<tr>
<td><strong>HEALTH</strong></td>
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</tr>
<tr>
<td>Male</td>
<td>73.7%</td>
<td>65.7%</td>
<td>55.5%</td>
<td>60.0%</td>
</tr>
<tr>
<td>Female</td>
<td>26.3%</td>
<td>34.3%</td>
<td>44.5%</td>
<td>40.0%</td>
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</tbody>
</table>

Tenured/tenure-track faculty include professors, associate professors, assistant professors and instructors. Other professionals include lecturers, visiting teachers and special, adjunct, and emeritus faculty. Graduate teaching assistants are not included.

*Source: Texas Higher Education Coordinating Board data; U.T. System Institutions*
Status of Women Leaders Across UT System: Survey Results

Prepared by Women Faculty Programs
UT MD Anderson Cancer Center
October 2012
Background

• In preparation for the October 29 meeting, *Networking and Issue Identification: Supporting Women across The UT System*

• Co-hosted by
  Patricia Hurn, Ph.D.
  Elizabeth L. Travis, Ph.D., FASTRO
Methodology

• Anonymous online survey was sent to 197 women leaders and administrators at the 15 UT components and UT System Administration.

• Survey opened for a week (10/15/12 to 10/19/12).

• Out of 197 invited, 52 responded (26%).
Question 1: There is an adequate number of women faculty in leadership positions.

Over 2/3 (69%) of the respondents disagree/strongly disagree.
Question 2: There is an adequate number of women administrators in leadership positions.

Almost 2/3 (60%) of the respondents disagree/strongly disagree.
Question 3: There is unconscious gender bias among my peers and leaders.

2/3 (66%) of the respondents agree/strongly agree.
Question 4a: Career development opportunities for women faculty and administrators are sufficient.

29% of the respondents agree/strongly agree. 52% of the respondents disagree/strongly disagree.
Question 4b: List most valuable career development opportunities.

In order of frequency of mention

• Internal career development programs
• External programs (ELAM, AAMC, Texas Women in Higher Education)
• Networking/Mentoring (e.g. Mama PhD program)
• No or few programs/limited travel funds
Question 5: Flexible work arrangements are sufficient.

29% of the respondents either agree/strongly agree. 50% of the respondents either disagree/strongly disagree.
Question 5b: List most valuable flexible work arrangements.

In order of frequency of mention

- Flexible hours and telecommuting, especially with advent of online courses
  
  “Approval to work from home, such as with a sick child, requires Presidential approval.”

- Part-time arrangements but not easy to schedule and precludes tenure

- Tenure clock pause

- But variable application across departments
Question 6: There are inequities towards women.

Almost 2/3 (65%) of the respondents agree/strongly agree.
Question 6b: List most damaging inequities towards women.

In order of frequency of mention

• Salary inequities

• Lack of recognition/marginalization/fewer opportunities to be at the table or chosen

  “Women seem to have to work harder to be taken seriously.”
  “Women not thought of as leaders.”
  “Tendency to give low level follow-up tasks to women leaders.”
  “Women do not ask as frequently as men for promotions, salary increases, etc.”

• No or few women leaders, especially women of color and in STEM fields
Question 7: One change I would make to support women...

In order of frequency of mention

• Increase number of women in leadership positions, especially women of color

• Address/improve work-life issues
  – Childcare opportunities
  – Clearer guidelines for FMLA
  – Family friendly policies & support
    • Flex time
    • Spousal hiring
    • $ for teaching assistants and travel
Question 7 (cont’d): One change I would make to support women...

- Take formal steps
  - Internal professional organization for women
  - Council reporting to president
  - Regular sabbaticals
  - Ombudsperson, VP for Diversity
  - Formalized mentoring and career development programs
  - Leadership conference/workshop for women leaders in Texas (like ELAM)
  - Equalize salary between men and women
Question 7 (cont’d): One change I would make to support women...

- Educate leadership about issues and hold accountable
- Build community of women/network