WPI

ADVANCE Gender Equity Data Collection

a work in progress

updated 12/2/2020

This material is based upon work supported by the National Science Foundation under Grant No. 1760577 (ADVANCE Adaptation)

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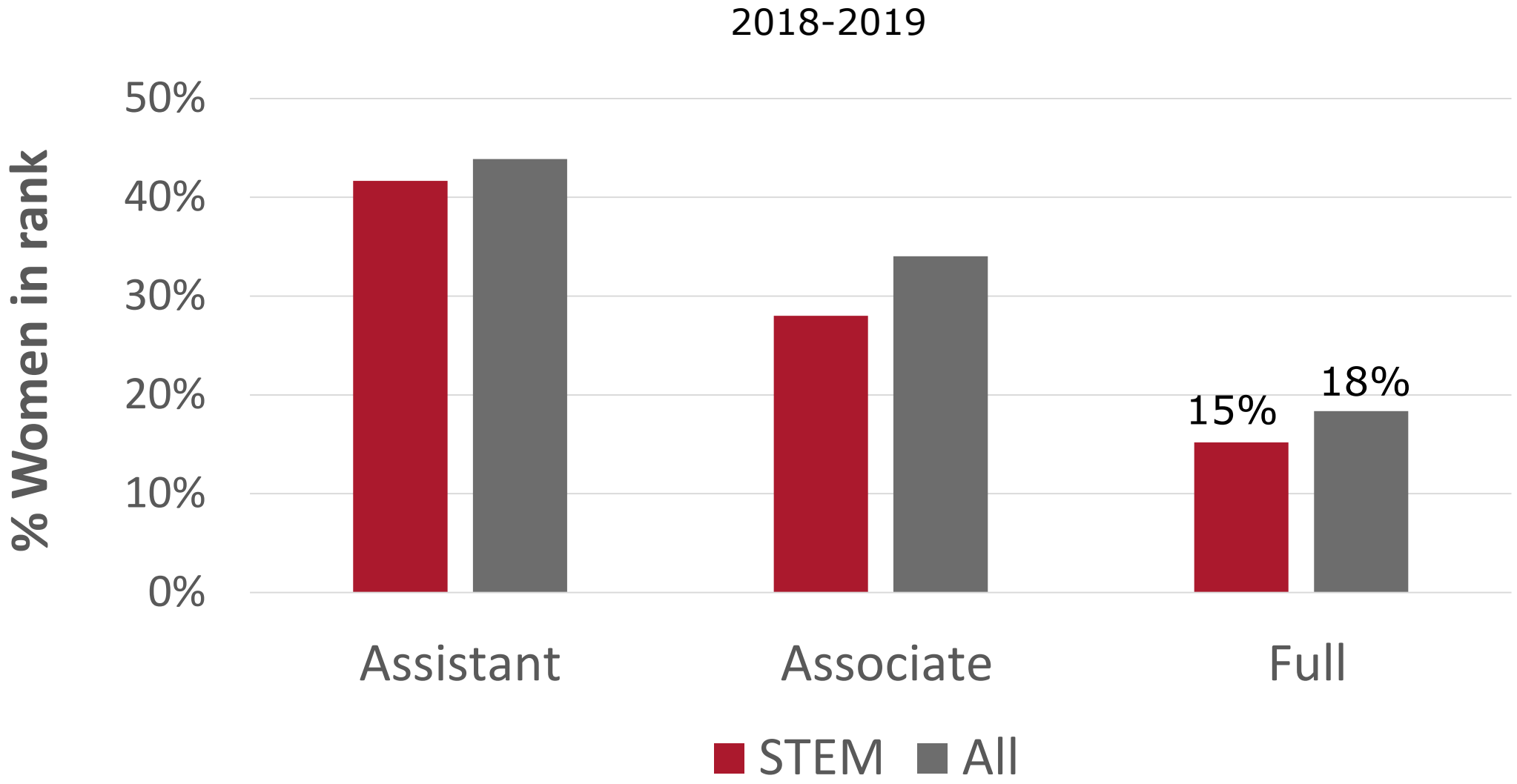
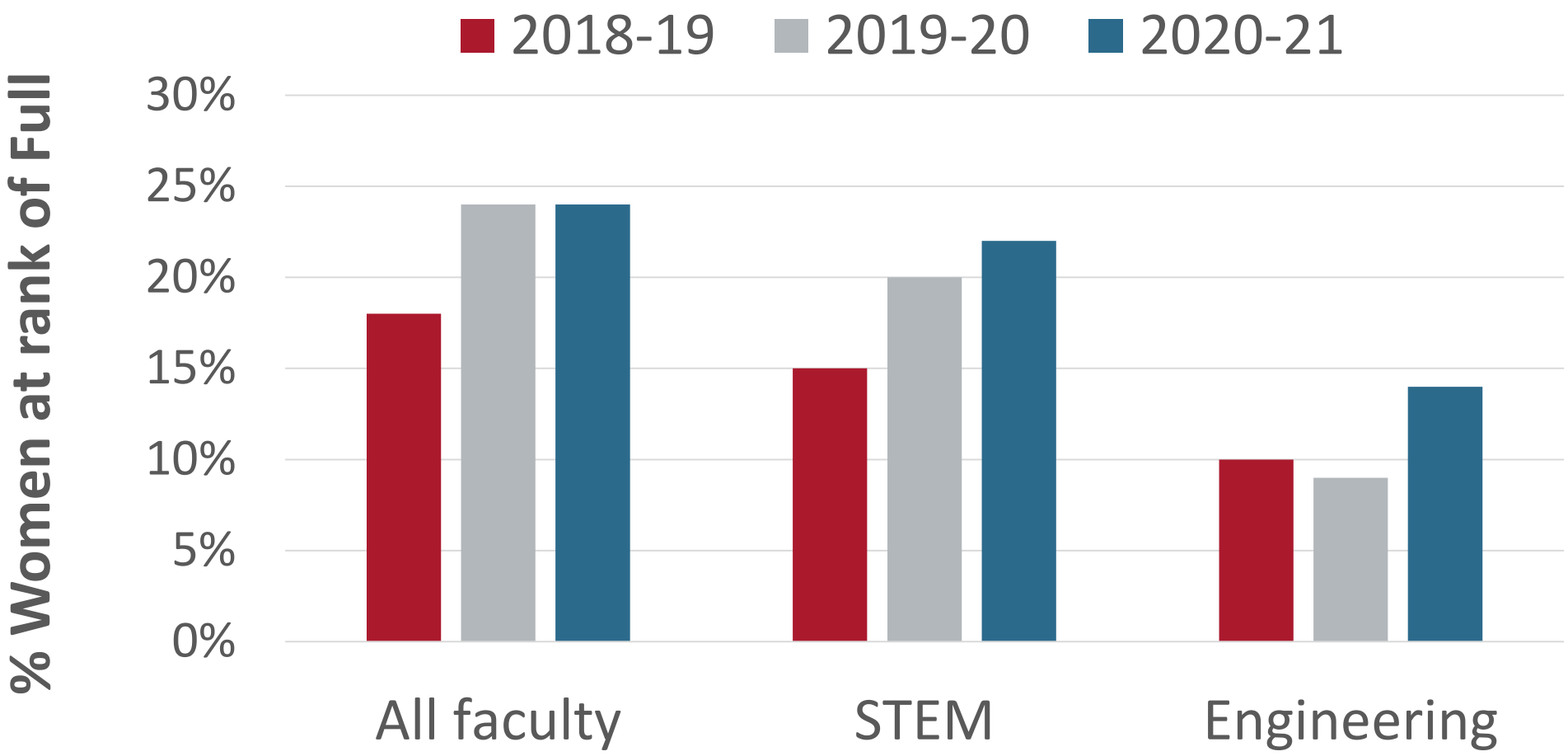
Questions or suggestions? Contact advance@wpi.edu.

Faculty composition by rank, appointment type, and gender

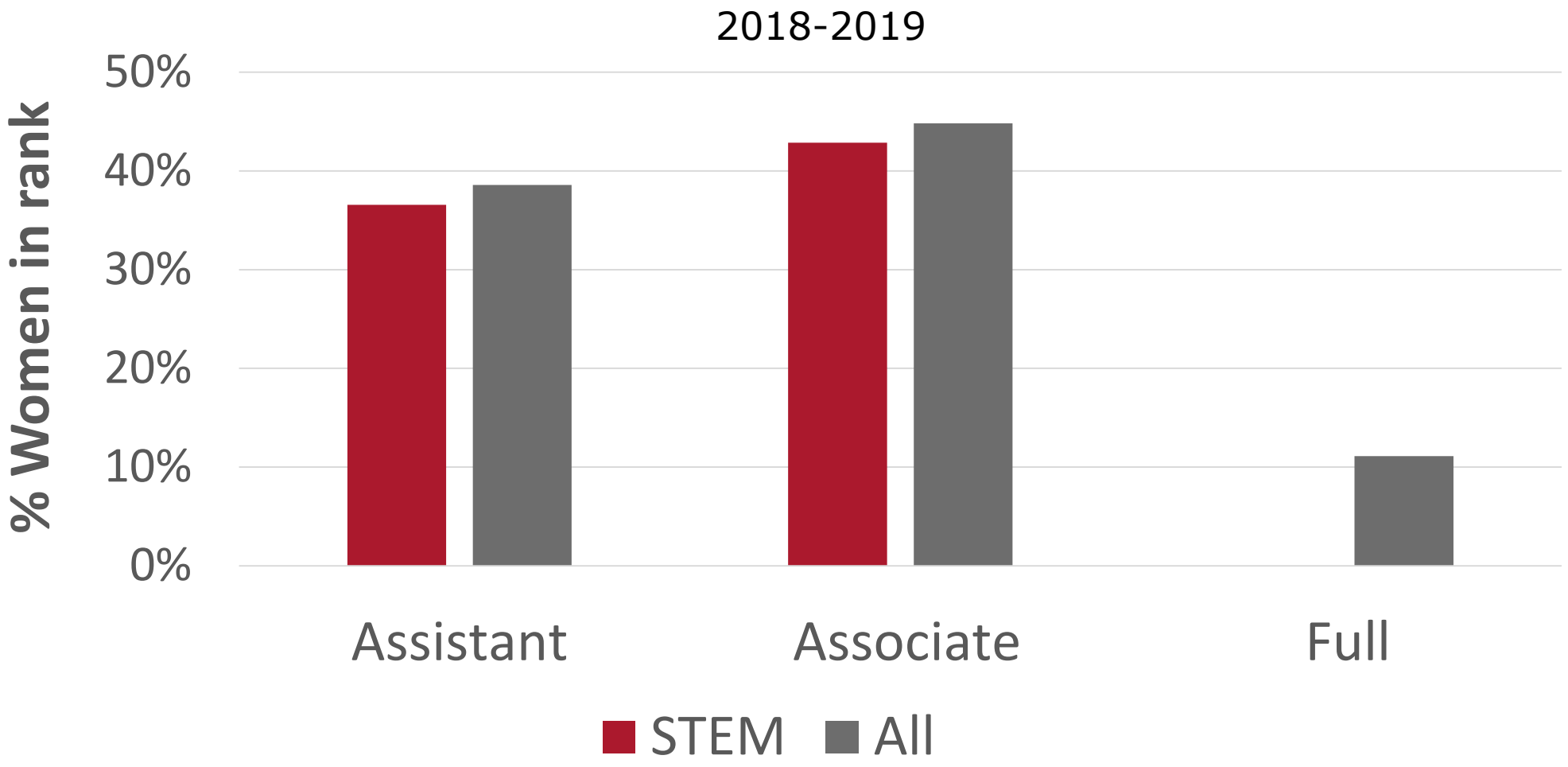
Women have been most underrepresented among tenured faculty at the rank of (full) Professor.



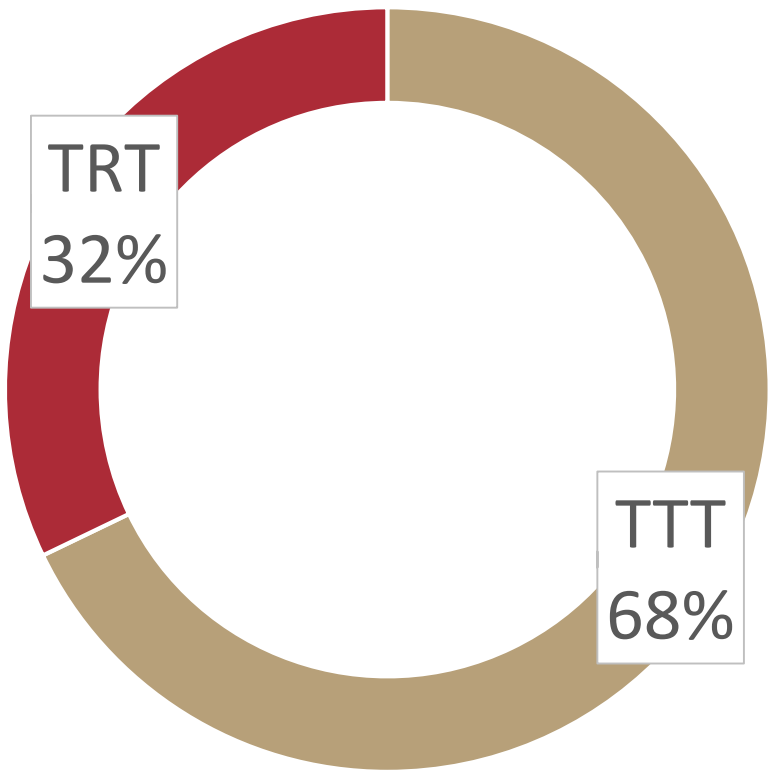
Representation of women among full Professors has increased since the new promotion policy went into effect.

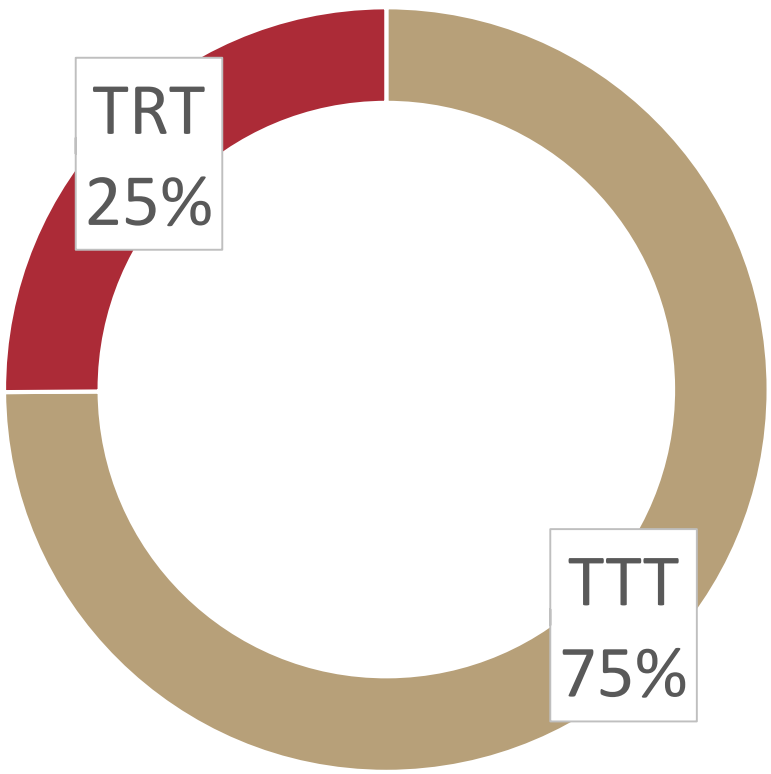


Women are also less represented among the most senior rank of *Teaching Professors*.



A larger proportion of women faculty compared to men are in non-tenurable teaching- and research-track positions (TRT).

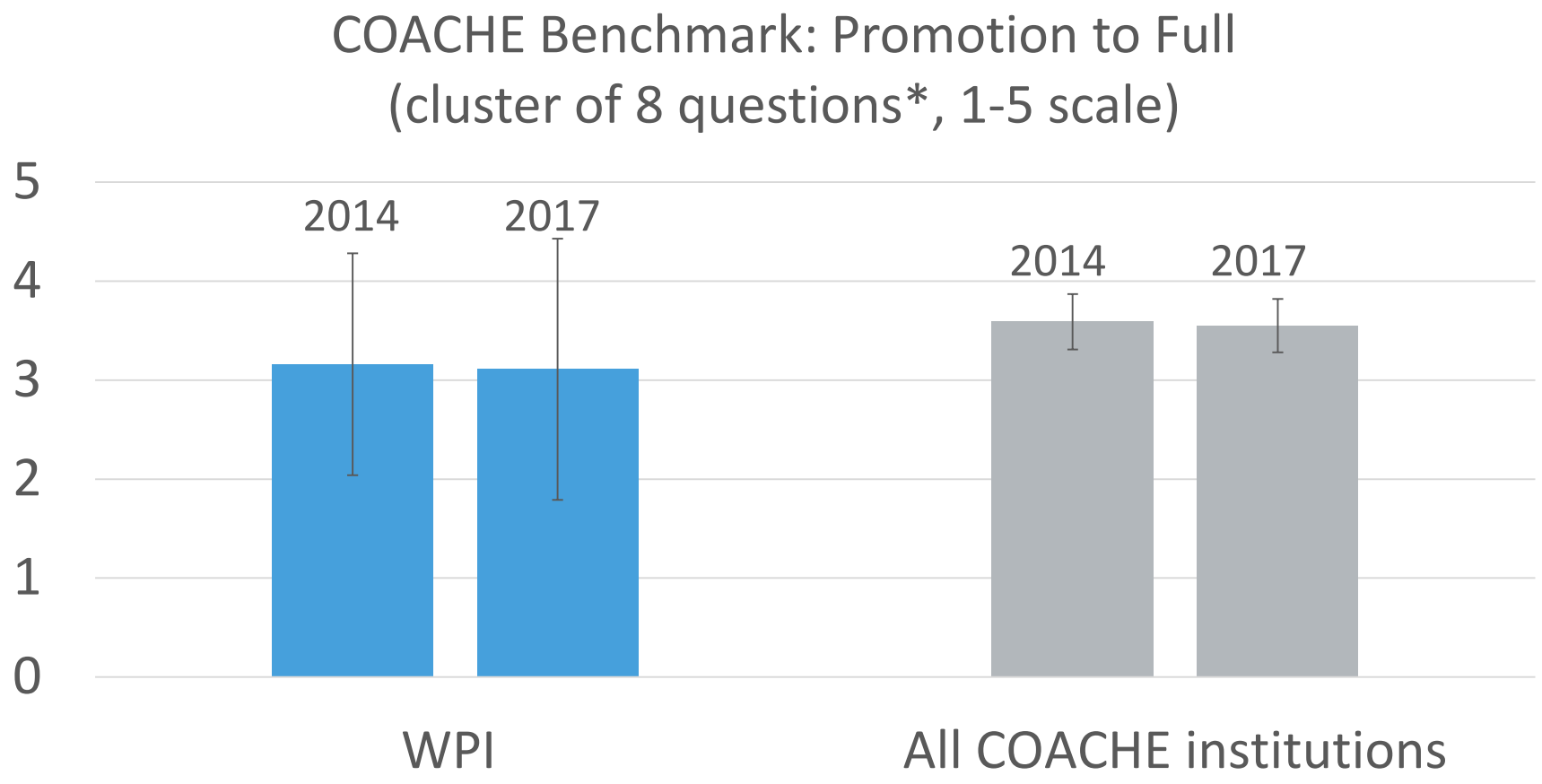




Figures are similar for STEM and non-STEM faculty.

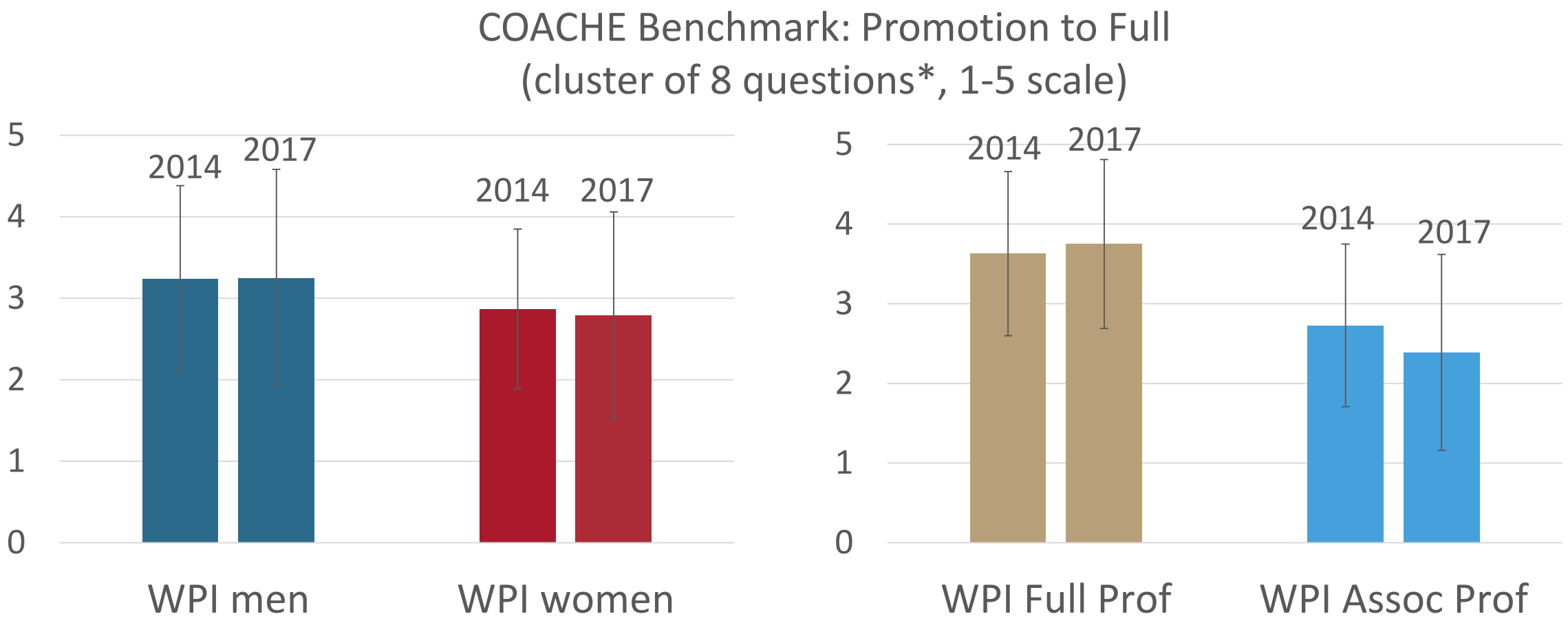
Faculty satisfaction with promotion and mentoring (COACHE data)

Faculty satisfaction with promotion to full was an institutional weakness, in both 2014 and 2017.



*6 questions on various aspects of clarity, 1 on reasonableness, 1 on department culture related to promotion

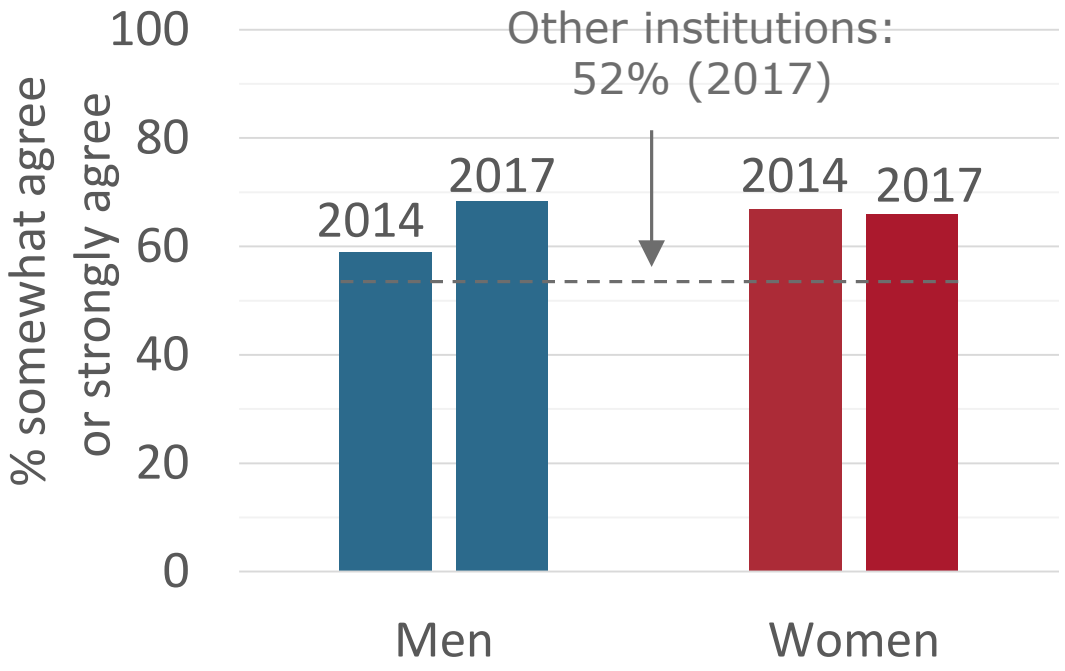
Associate Professors and women faculty had significantly lower levels of satisfaction with promotion to full, in both 2014 and 2017.



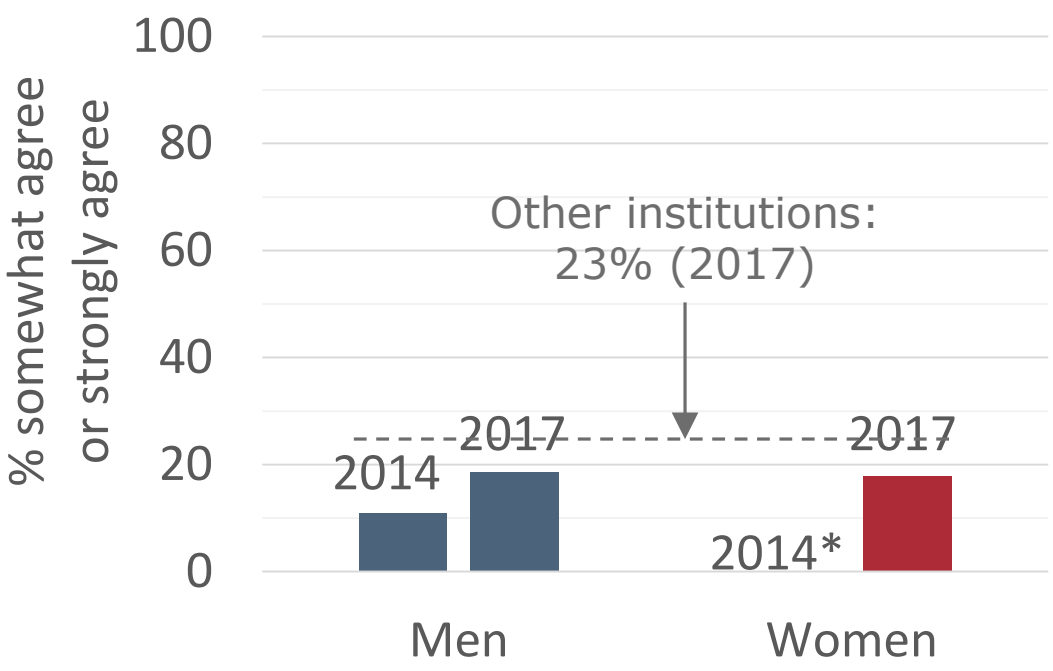
*6 questions on various aspects of clarity, 1 on reasonableness, 1 on department culture related to promotion

WPI faculty at different career stages reported wide variations in mentoring effectiveness. There were smaller differences by gender.

There is effective mentoring of **pre-tenure** faculty in my department.



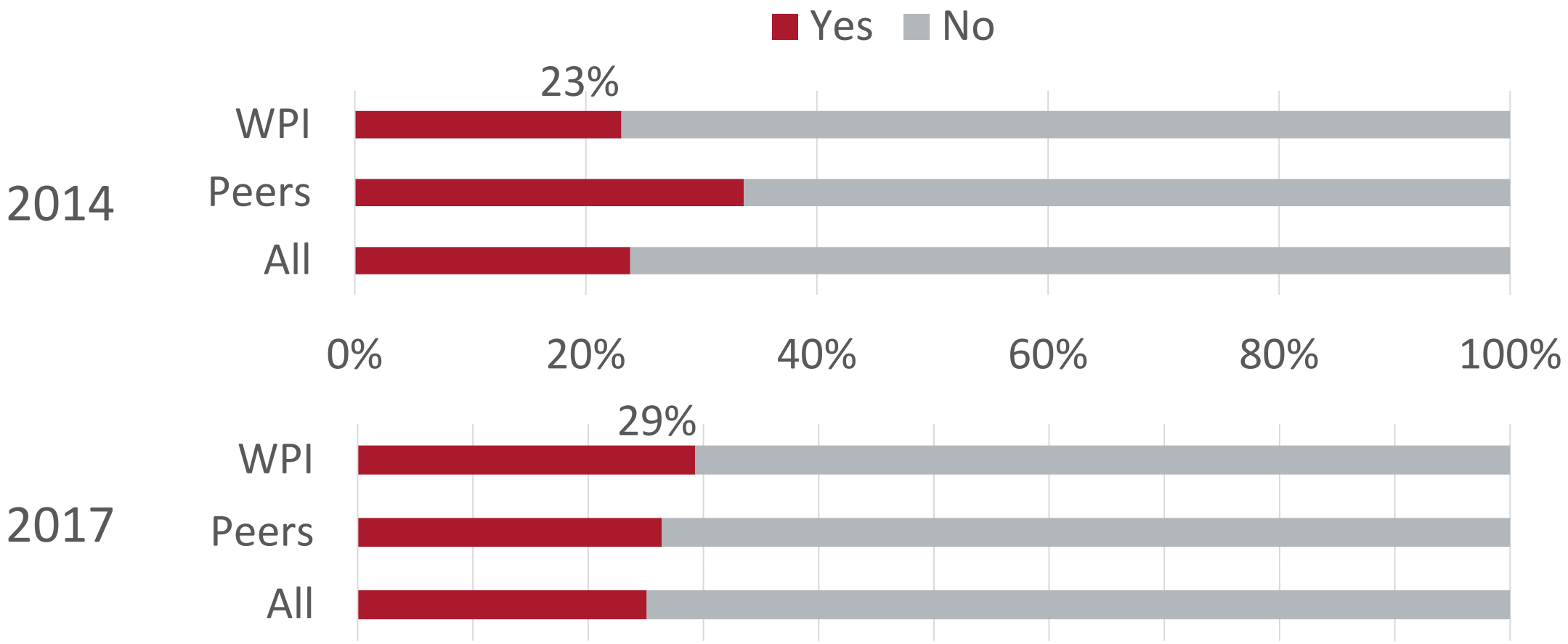
There is effective mentoring of tenured **Associate Professors** in my department.



*0%

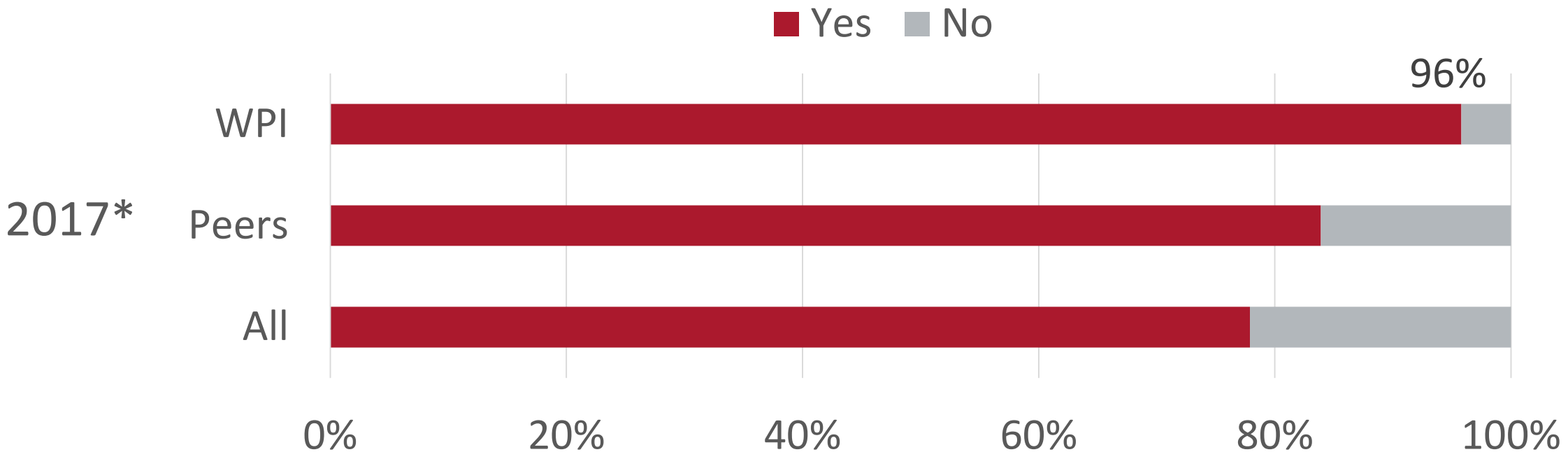
The proportion of WPI faculty reporting formal feedback about progress toward promotion is low but increasing.

Have you received formal feedback on your progress toward promotion to full?



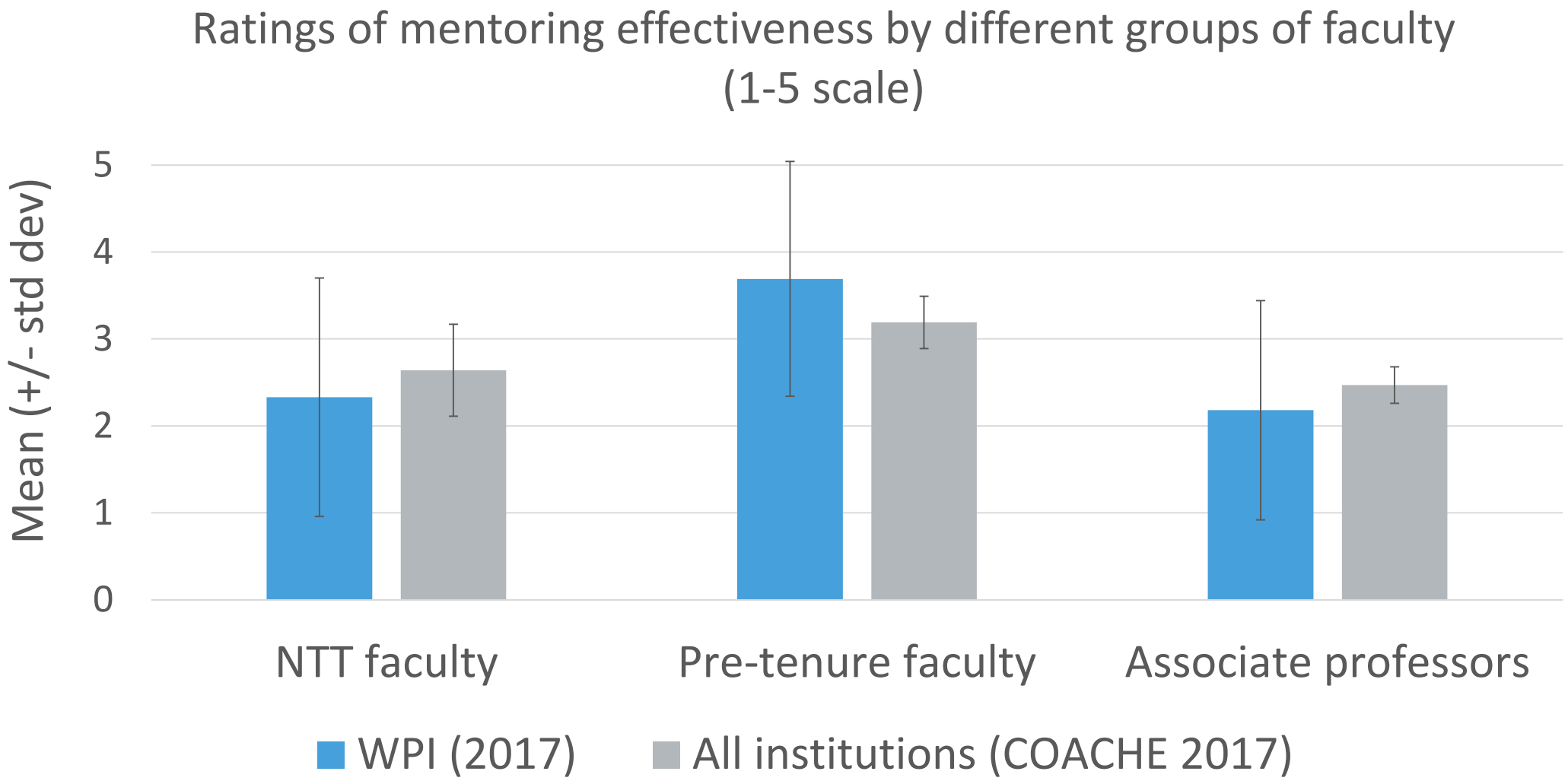
In contrast, the proportion of WPI faculty reporting feedback about progress toward tenure is high: overall and compared to other institutions.

Have you received formal feedback on your progress toward tenure?

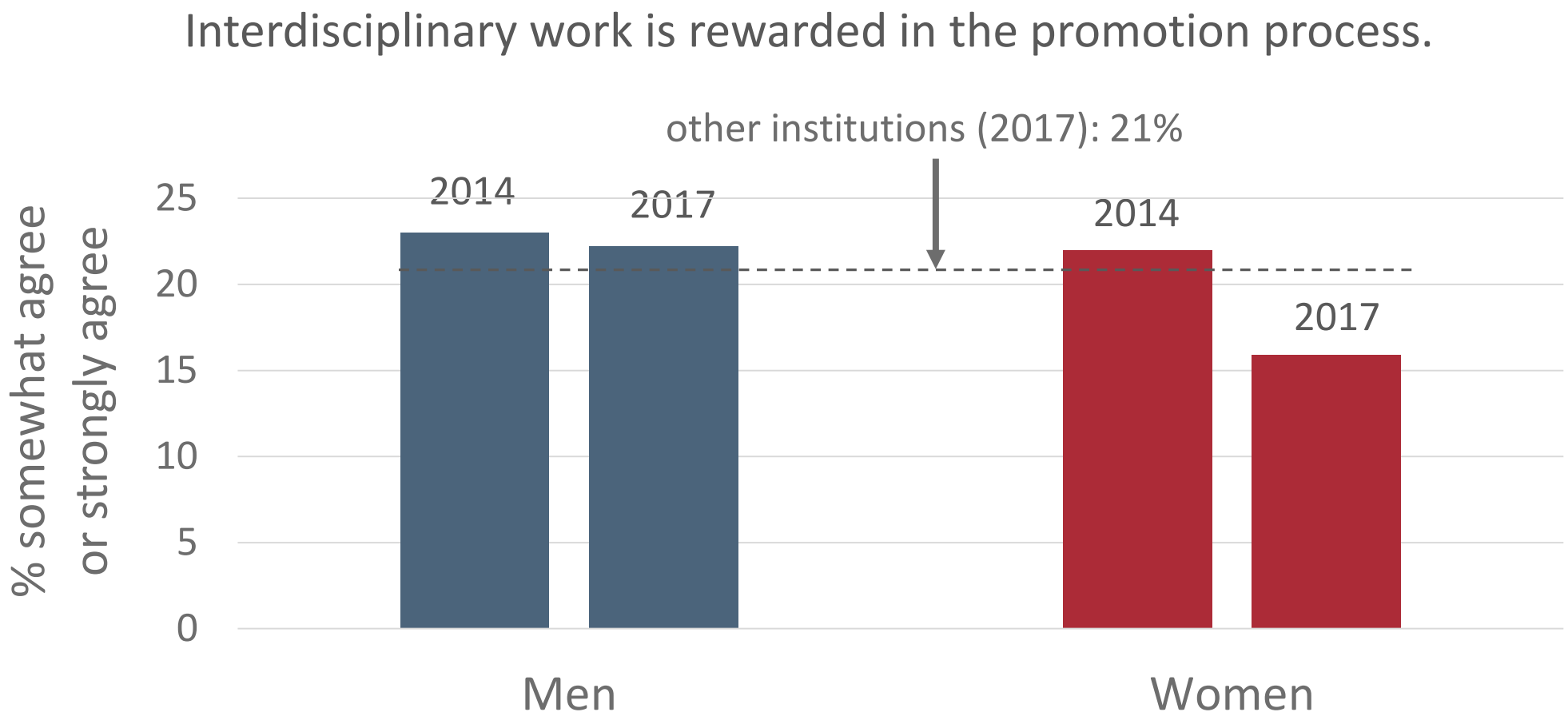


*2014 data were almost identical

Non-tenure track faculty also reported low mentoring effectiveness.



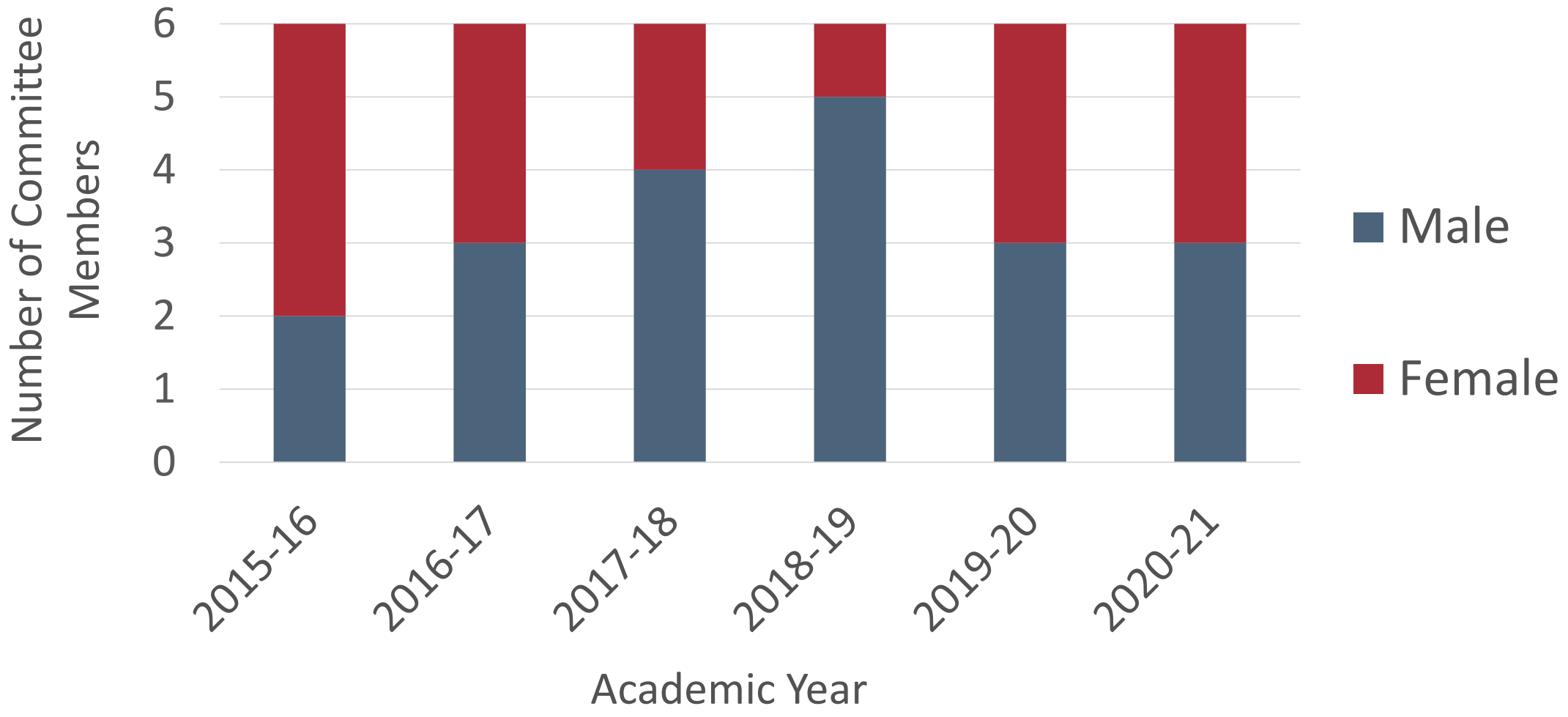
Many faculty don't know* if interdisciplinary work is rewarded or believe that it is not.



*23% responded "I don't know" in 2017

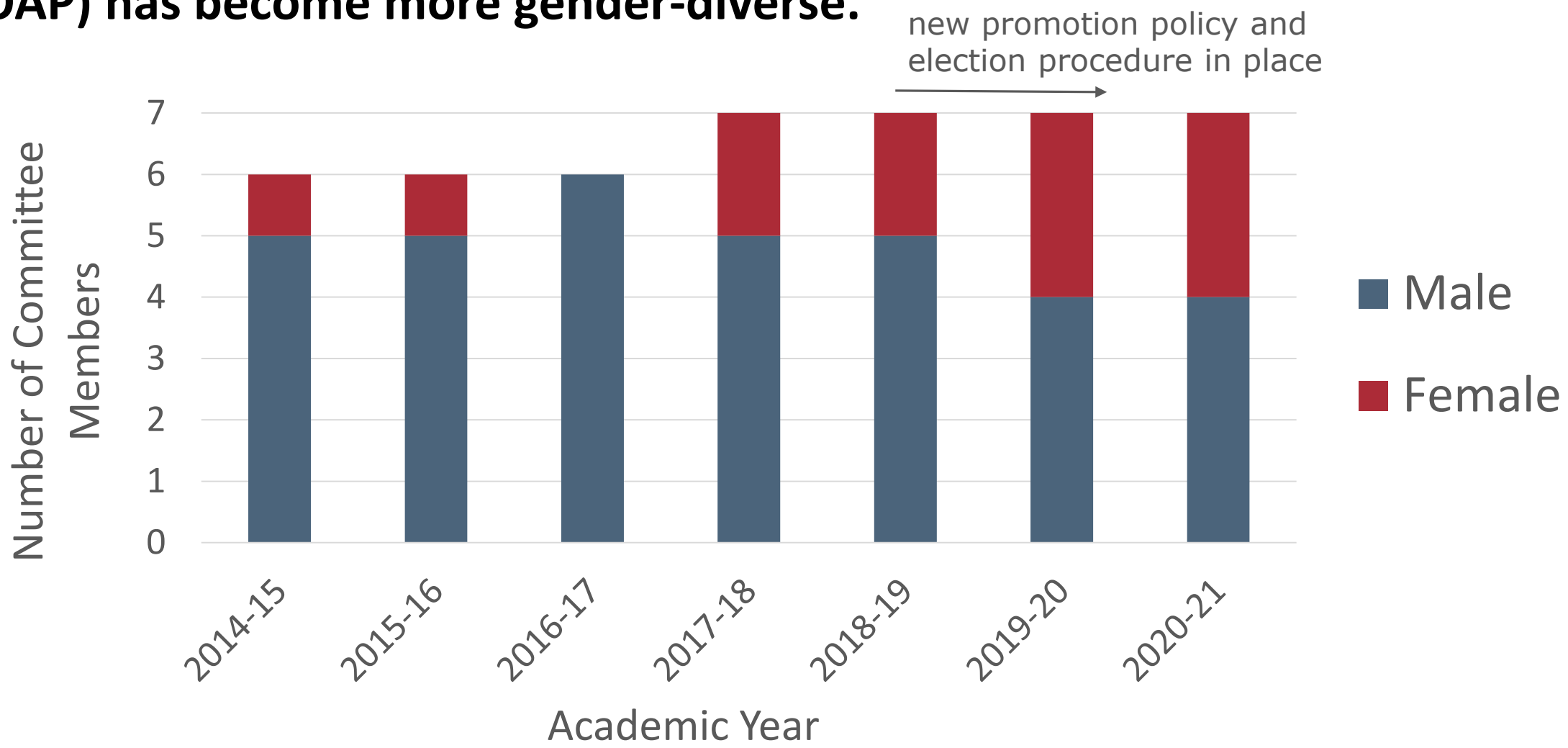
Gender composition of the tenure and promotion committees

The membership of the Committee on Tenure and Academic Freedom (CTAF) historically has been gender-diverse.



Note: Tenured Associate Professors and (full) Professors are eligible for election to CTAF.

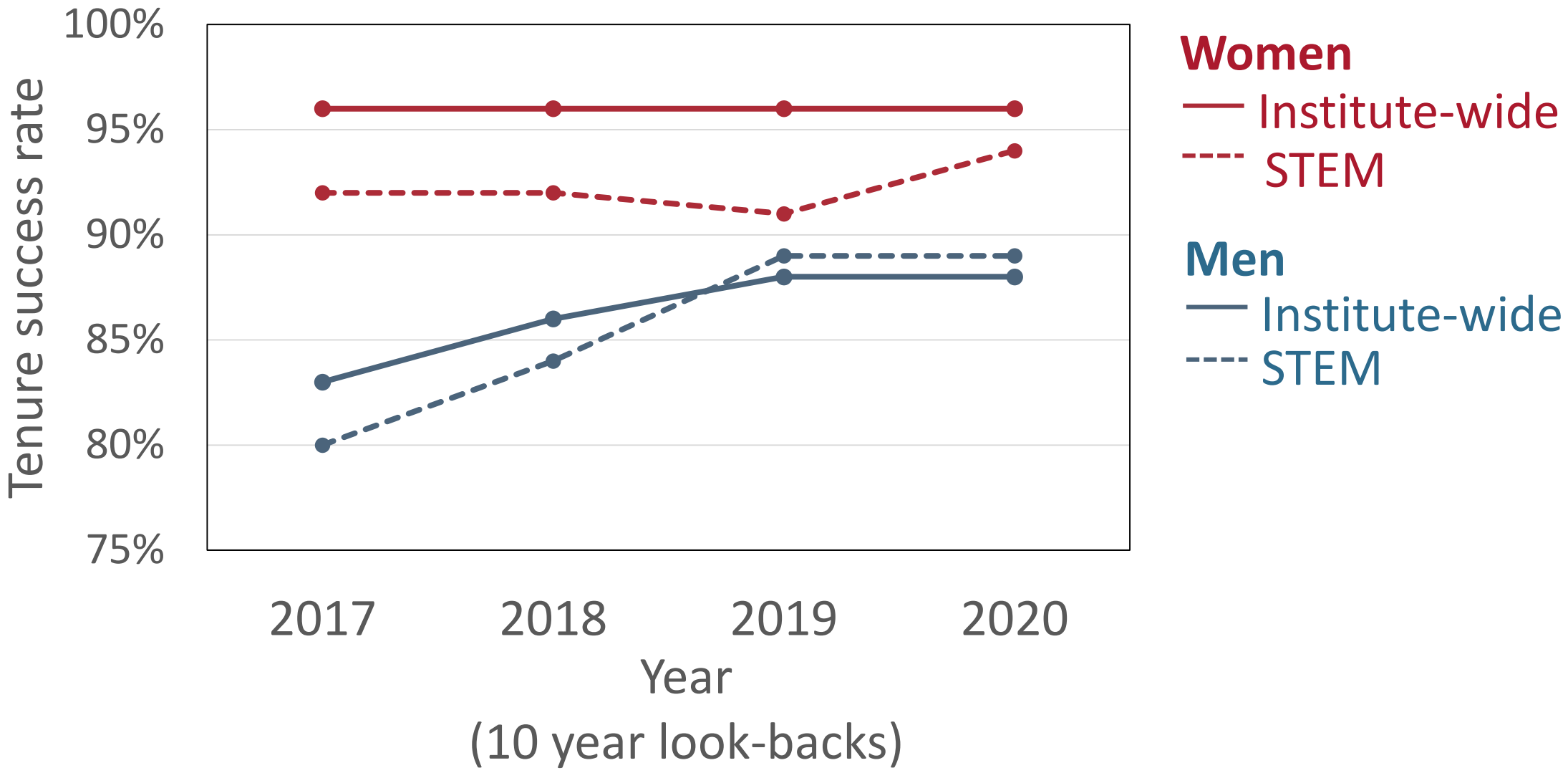
The membership of the Committee on Appointments and Promotions (COAP) has become more gender-diverse.



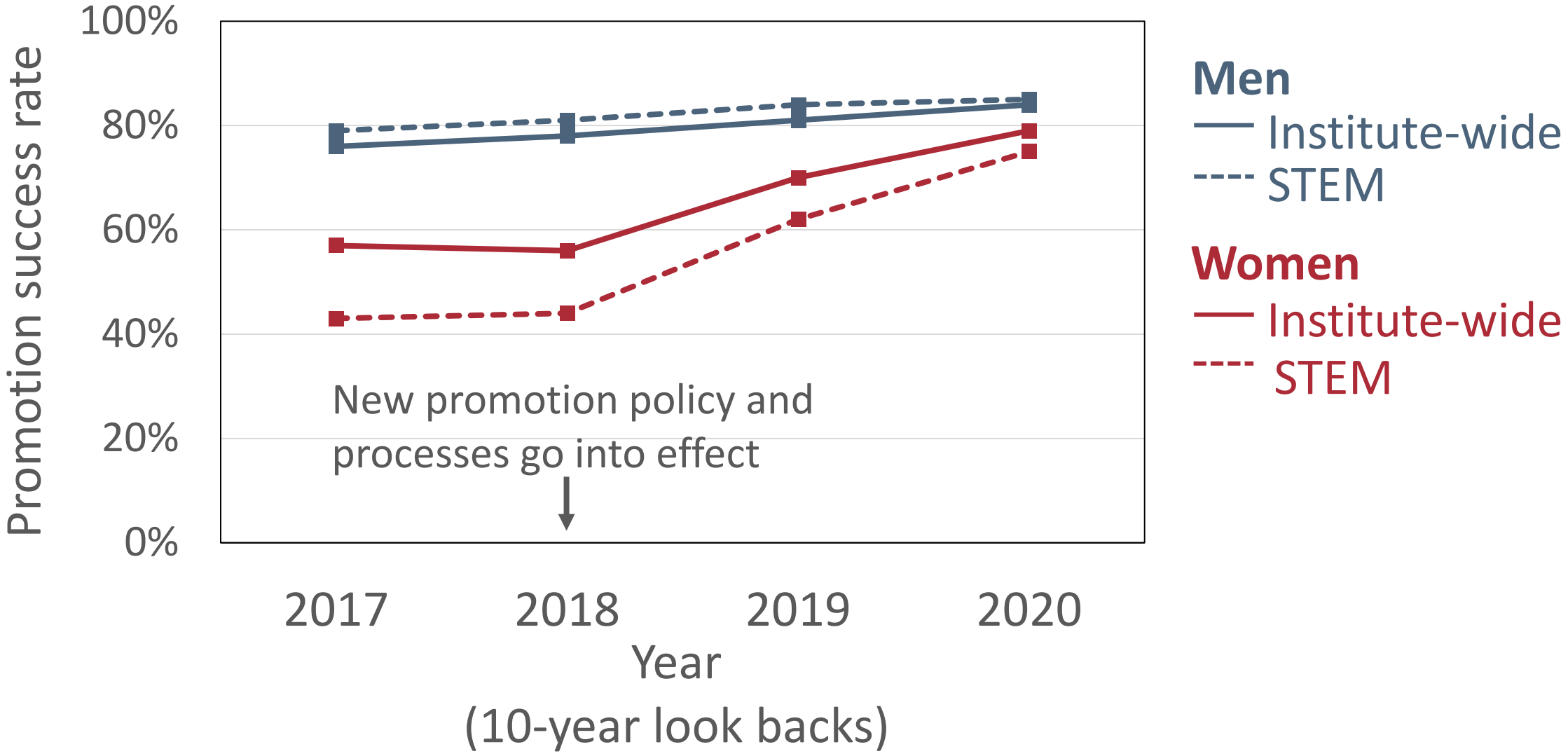
Note: Only tenured (full) Professors are eligible for election to COAP. Beginning in 2017-18, an additional member was added and the nomination procedure changed to echo that of the tenure committee.

Tenure and promotion success rates and time-in-rank for tenured faculty

Women faculty at WPI have been awarded *tenure* at a somewhat higher rate than men.



The large gender gap in *Associate-to-Full* promotion success rate has been narrowing since the new promotion policy went into effect.



In 2017, tenured women faculty had spent more years at the Associate rank compared to men.

Analysis group

Tenured faculty with 13 or more years since their highest degree

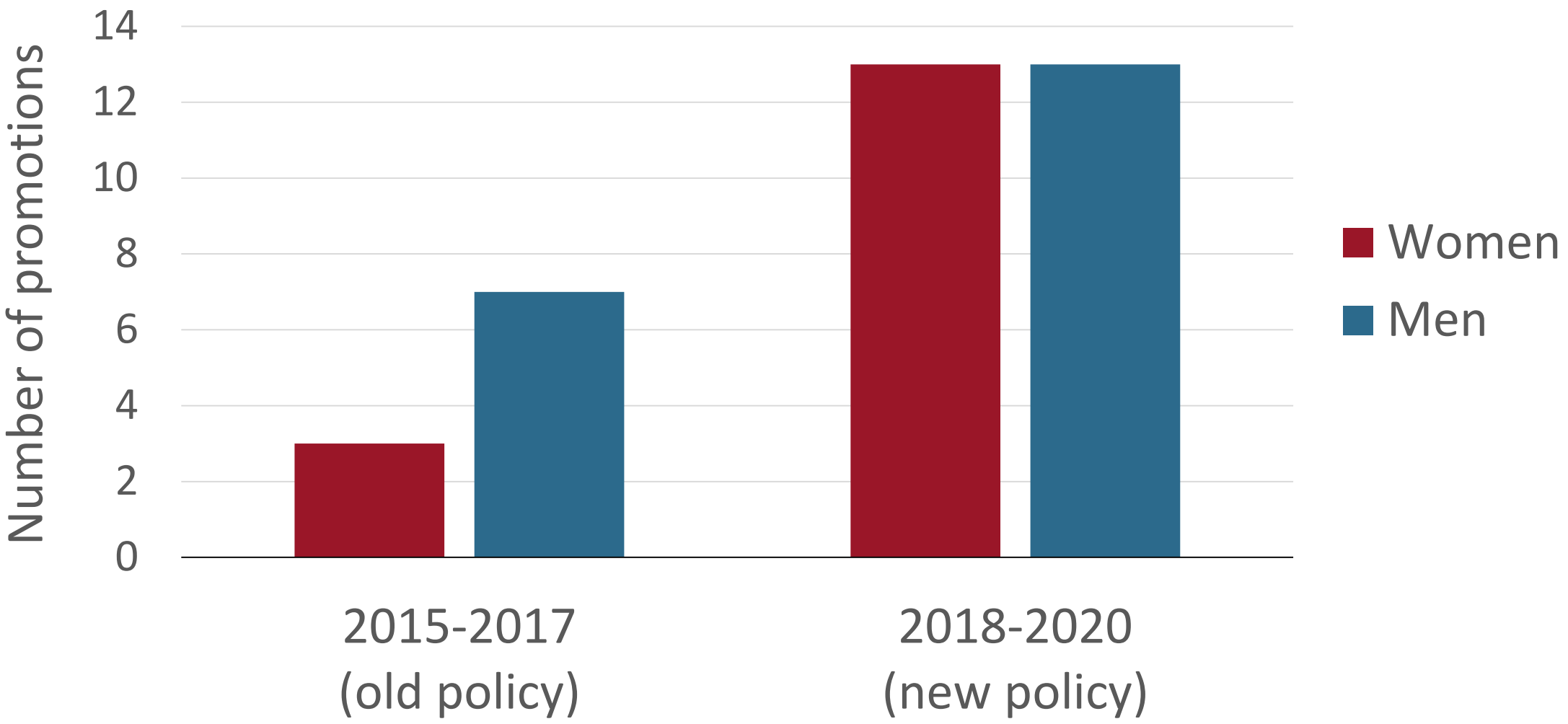
Women

55% still Associate Professors

Men

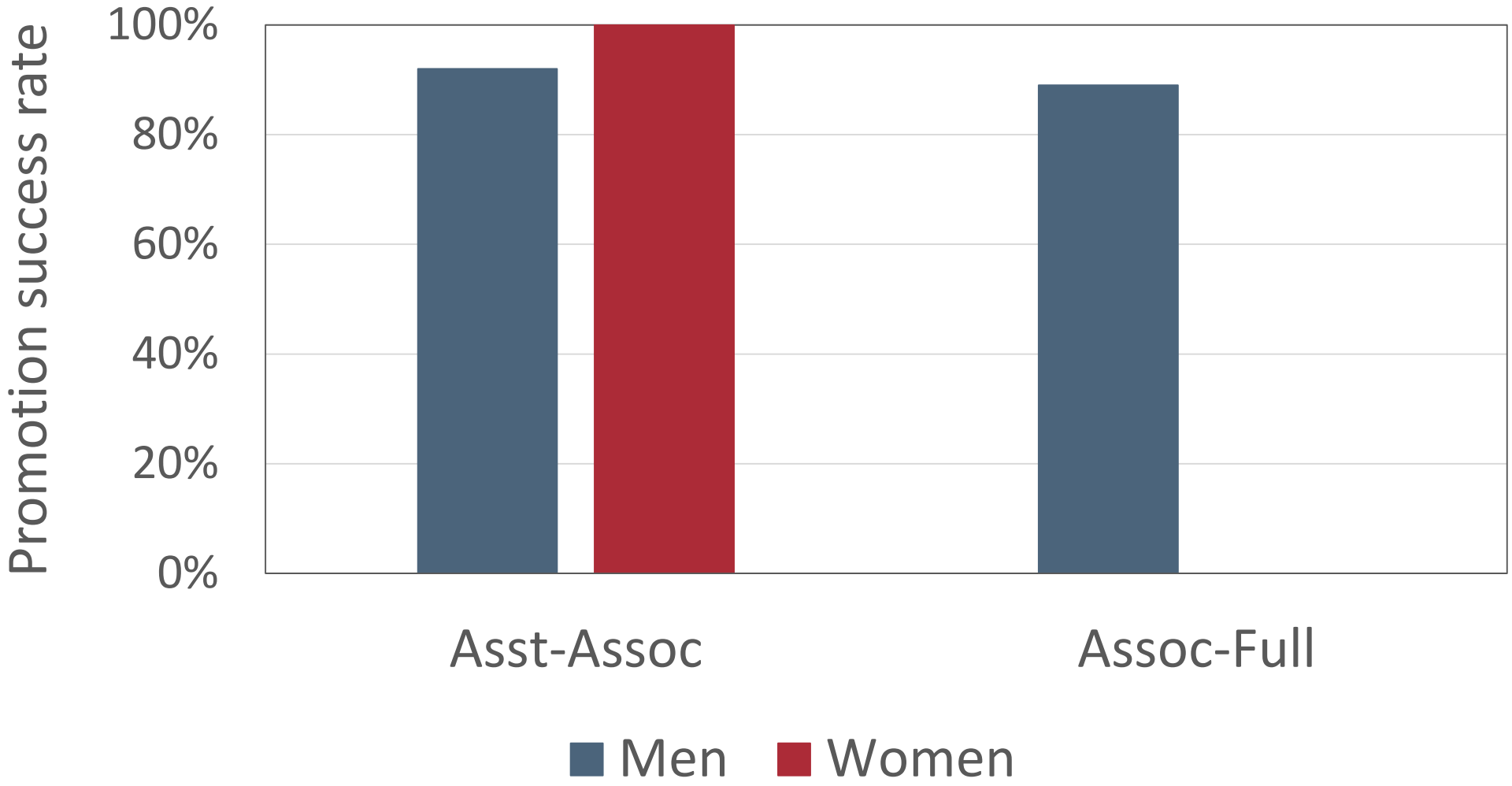
39% still Associate Professors

The number of tenured women promoted to (full) Professor has increased significantly across three years of the new policy and processes.

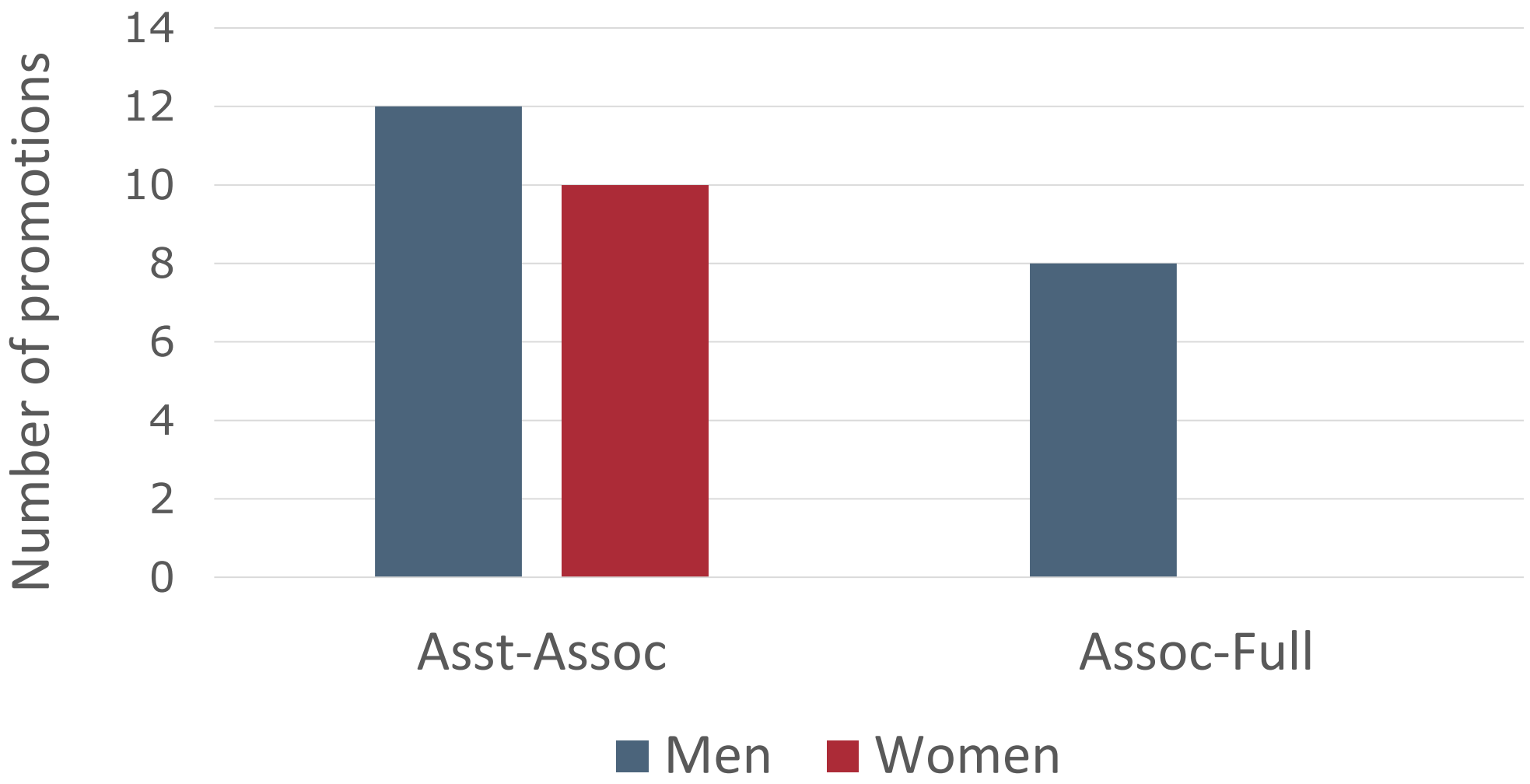


Promotion success rates for **teaching-track faculty**

Promotion success rates have been high for teaching-track faculty (2016-2020)



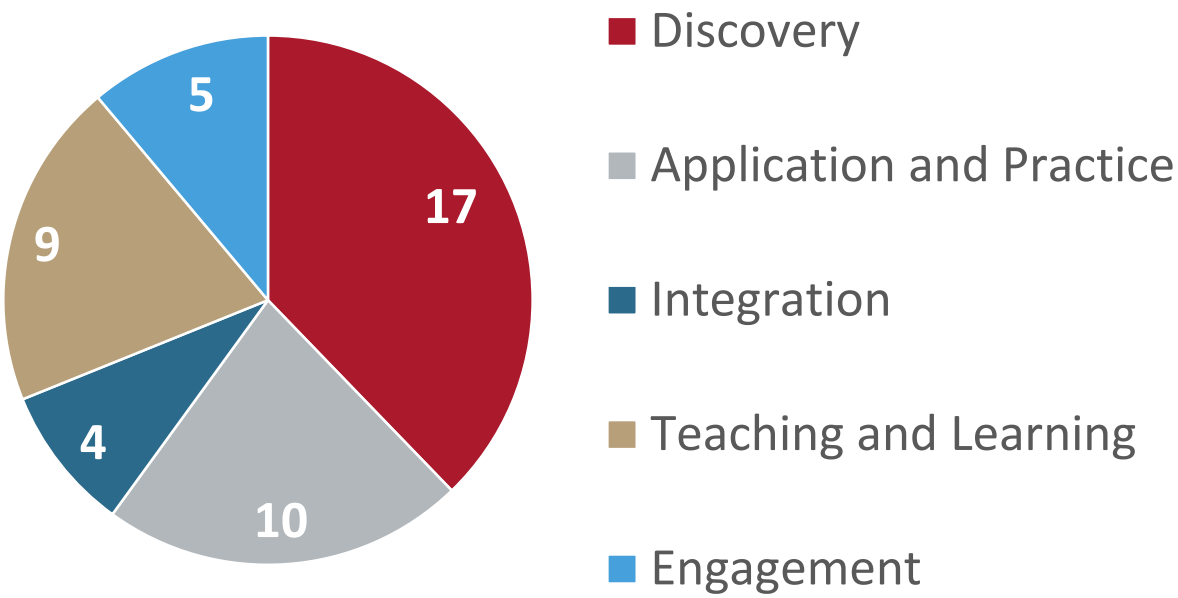
No women have applied for or received promotion to (Full) Teaching Professor between 2016-2020.



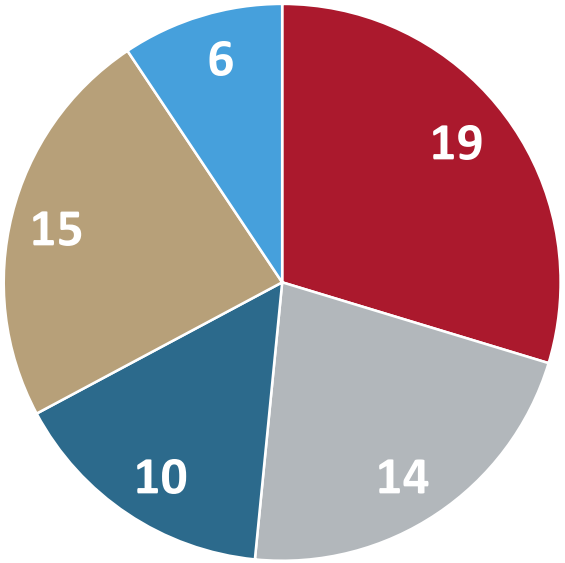
Multiple forms of scholarship pursued by promotion recipients

Many Associate Professors at WPI have pursued multiple forms of scholarship, well before the new promotion policy was in place.

Please indicate all types of scholarship presented in your promotion case, focusing on the period after you earned tenure.



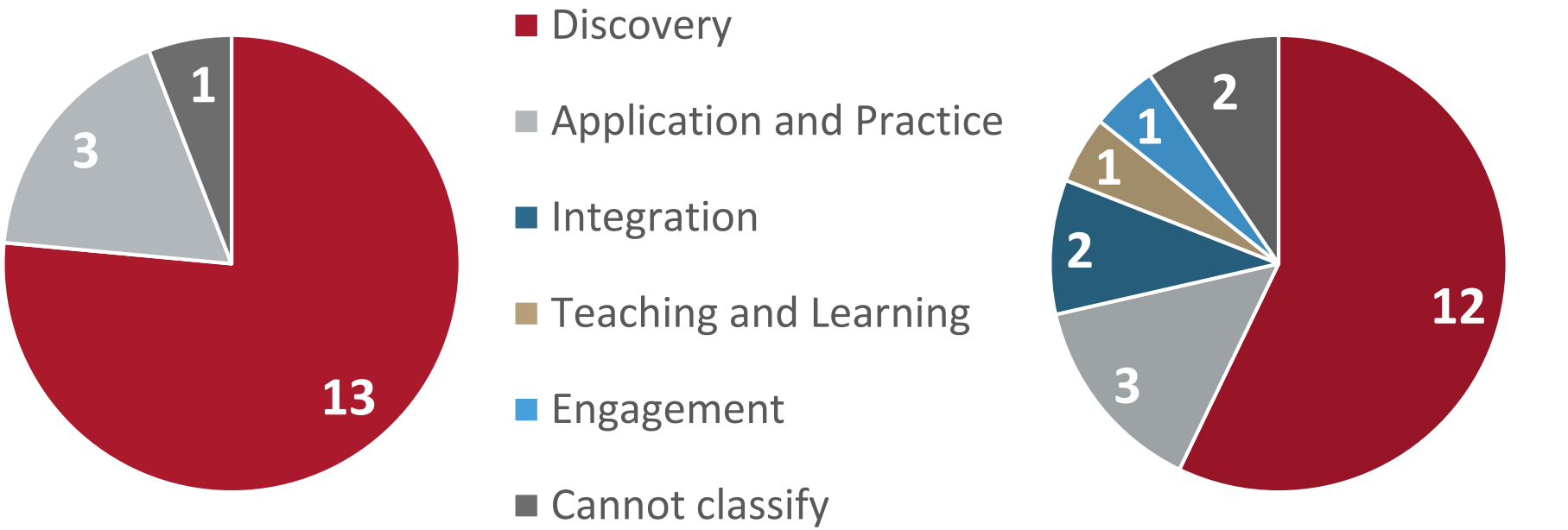
Old policy: 2013-2017
(85% response rate)



New policy: 2018-2020
(81% response rate)

Under the new policy, a larger proportion of successful promotion candidates have emphasized non-discovery forms of scholarship.

*Which type of scholarship did you emphasize **most** in your promotion case?*



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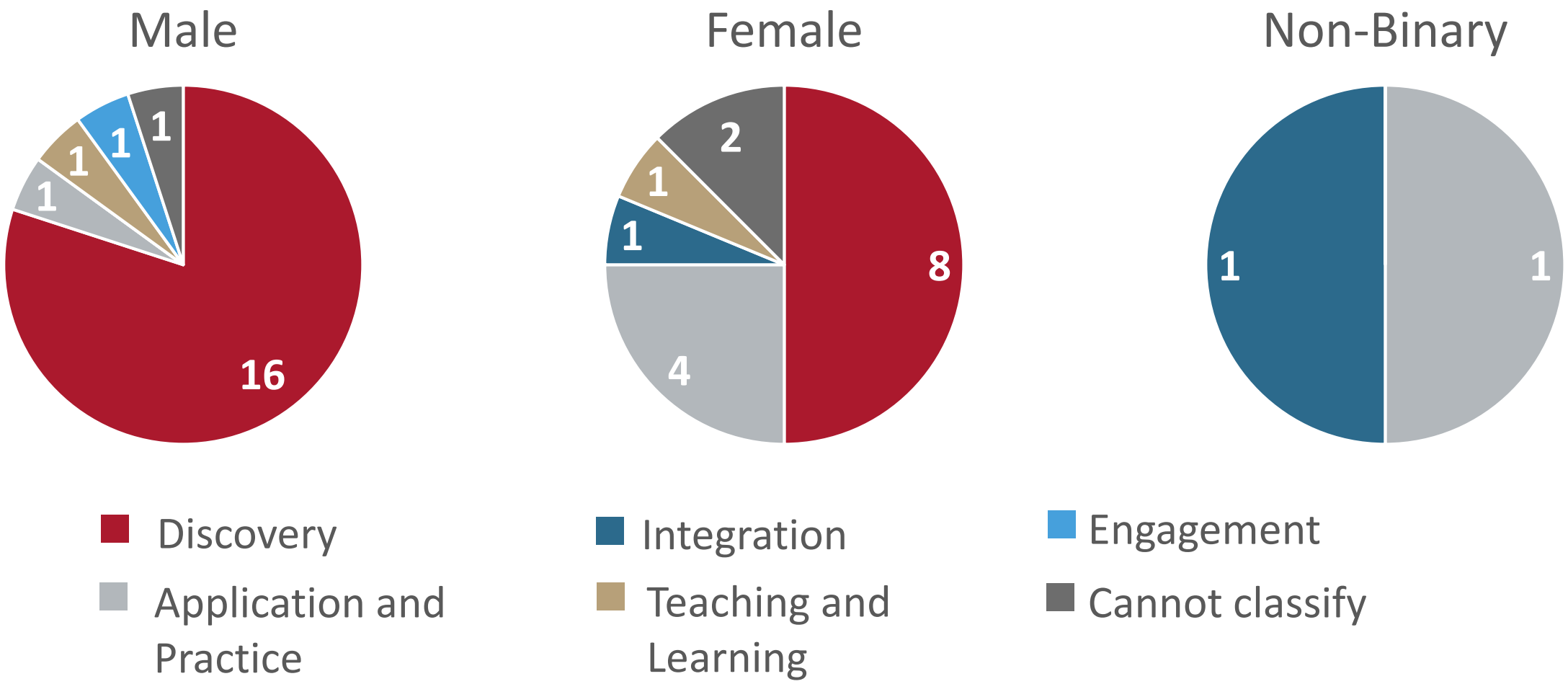
From 2013-2020, a larger portion of promotion recipients who identify as female or non-binary have emphasized non-discovery forms of scholarship.