



WPI

ADVANCE Gender Equity Data Collection

a work in progress

updated 4/26/2022

Questions or suggestions? Contact advance@wpi.edu



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Contents

- [Faculty composition by rank, appointment type, and gender](#)
- [Faculty satisfaction with promotion and mentoring \(COACHE data\)](#)
- [Gender composition of the promotion and tenure committees](#)
- [Promotion and tenure success rates and time in rank for tenured faculty](#)
- [Promotion success rates for teaching-track faculty](#)
- [Multiple forms of scholarship pursued by promotion recipients](#)

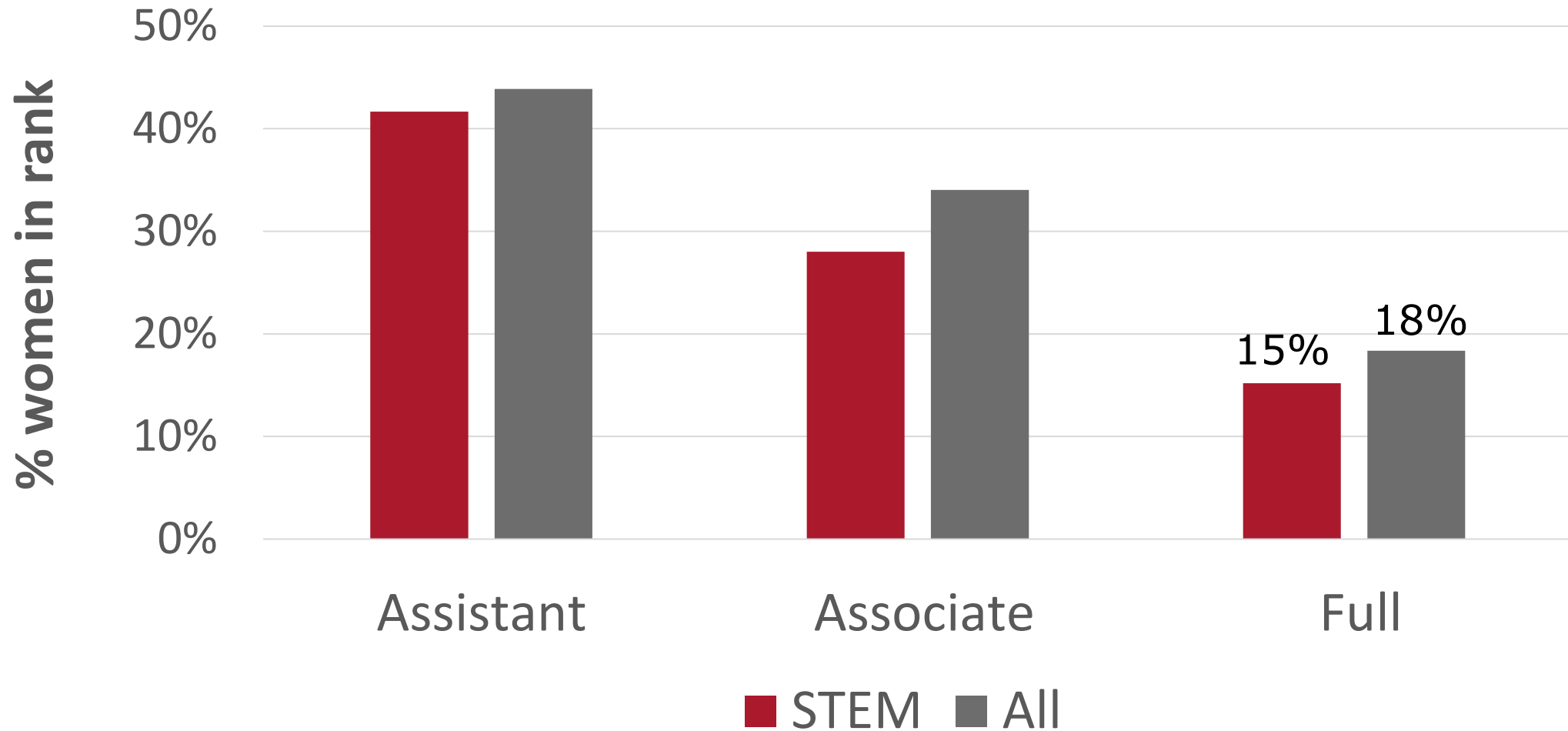
IMPORTANT NOTE. These data sources are limited in several ways:

- Most utilize a cisgender, binary construction of gender
- Several distinct racial and ethnic categories are combined in single groups (e.g., URM)

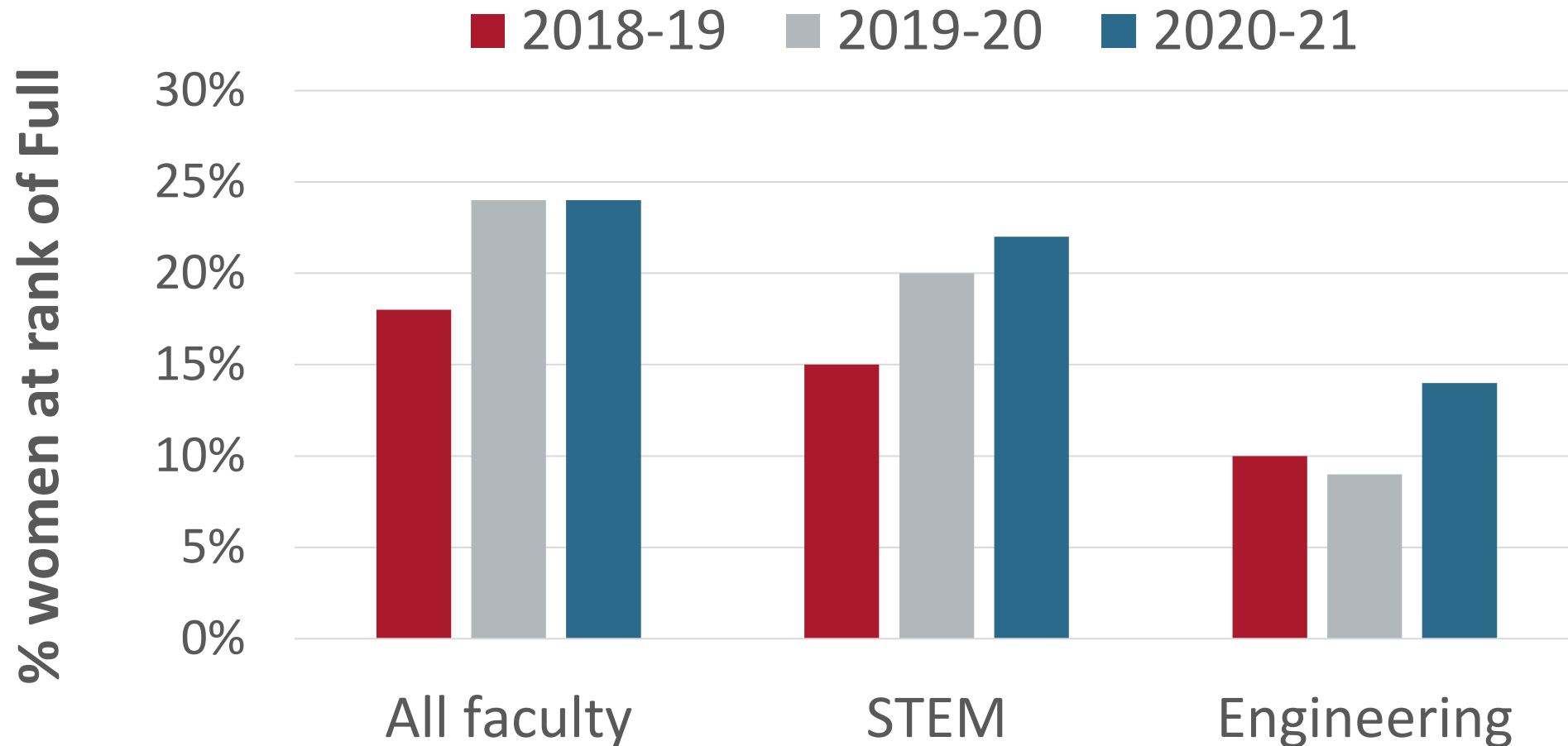
Faculty composition by rank, appointment type, and gender

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

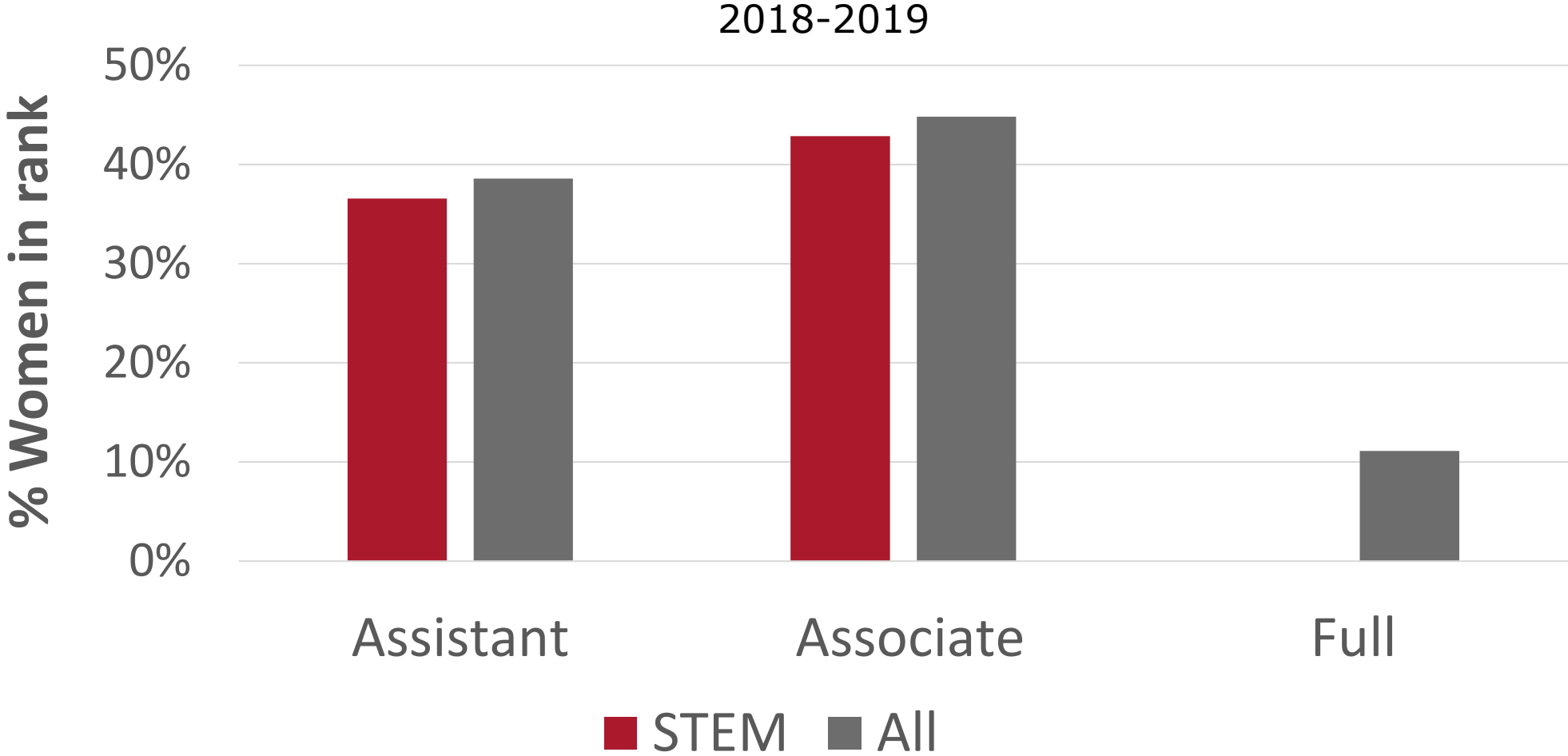
2018-2019



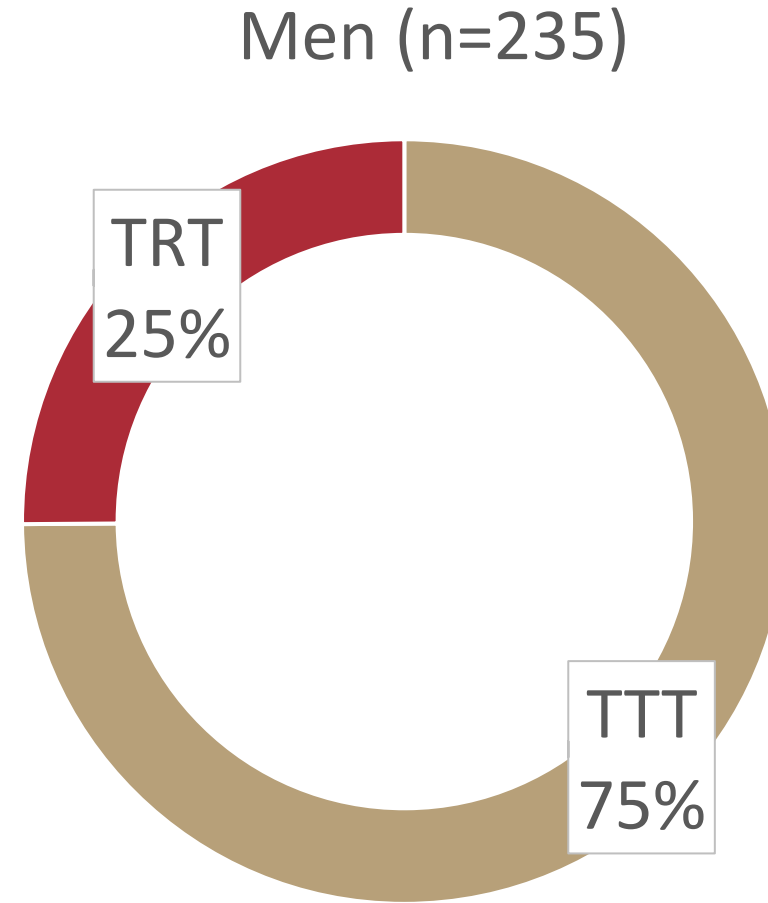
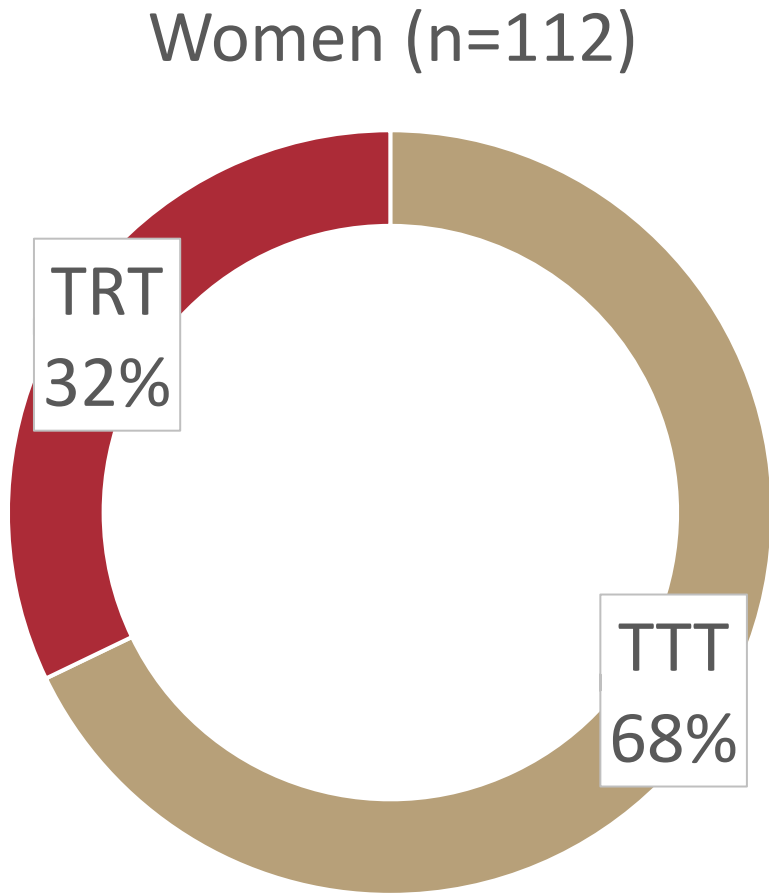
Representation of women among tenured full Professors has increased since the new promotion policy went into effect.



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



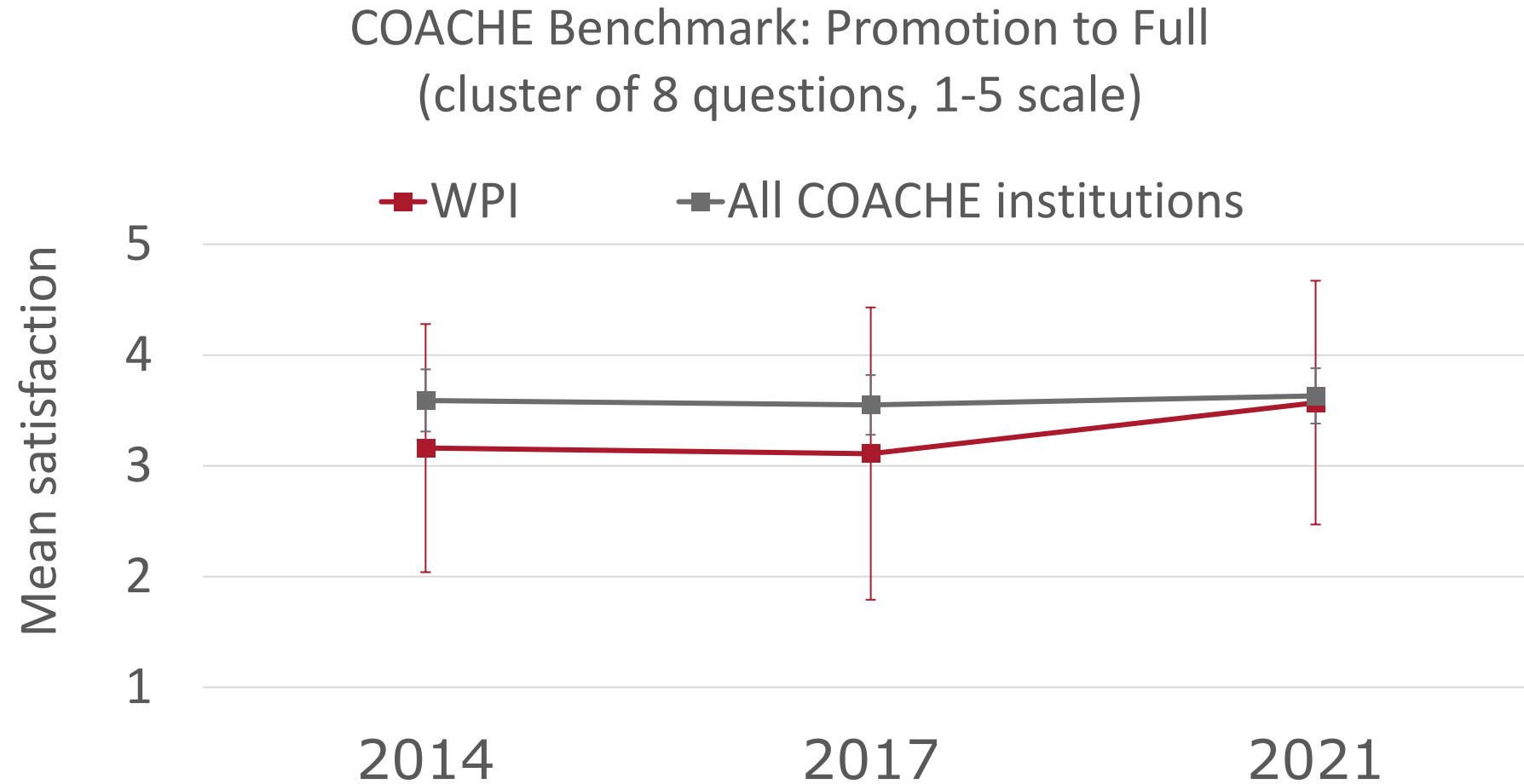
A larger proportion of women faculty compared to men are in non-tenurable teaching- and research-track positions (TRT).



Figures are similar for STEM and non-STEM faculty.

Faculty satisfaction with promotion and mentoring (COACHE data)

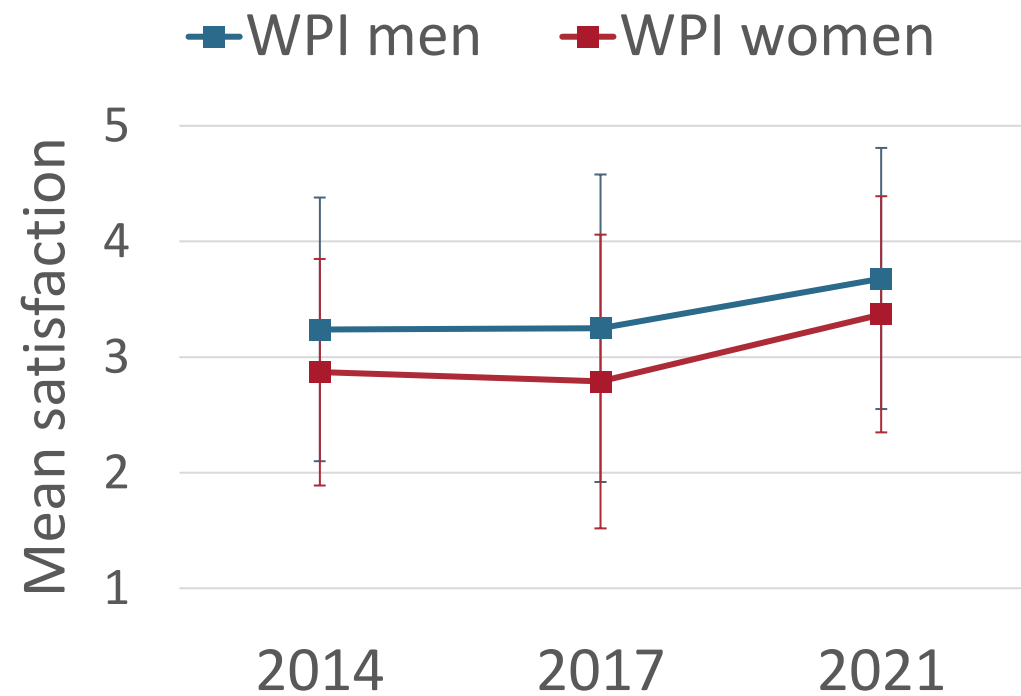
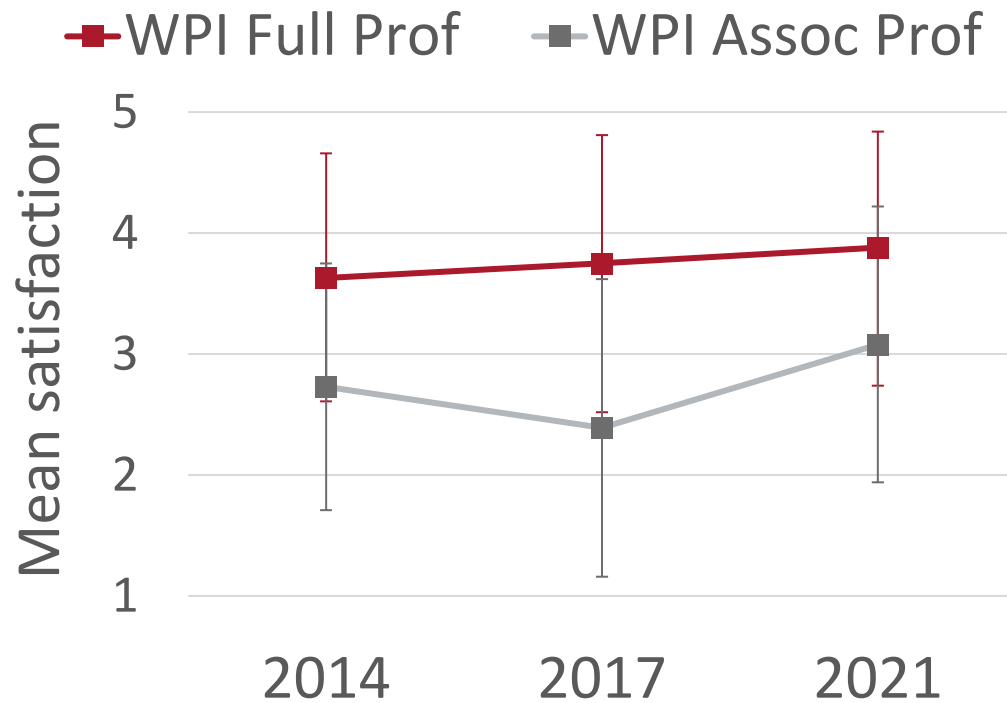
Faculty satisfaction with promotion to full was an institutional weakness in both 2014 and 2017, but not in 2021.



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

Overall levels of satisfaction with promotion to full have improved since 2014, but gaps by rank and gender remain.

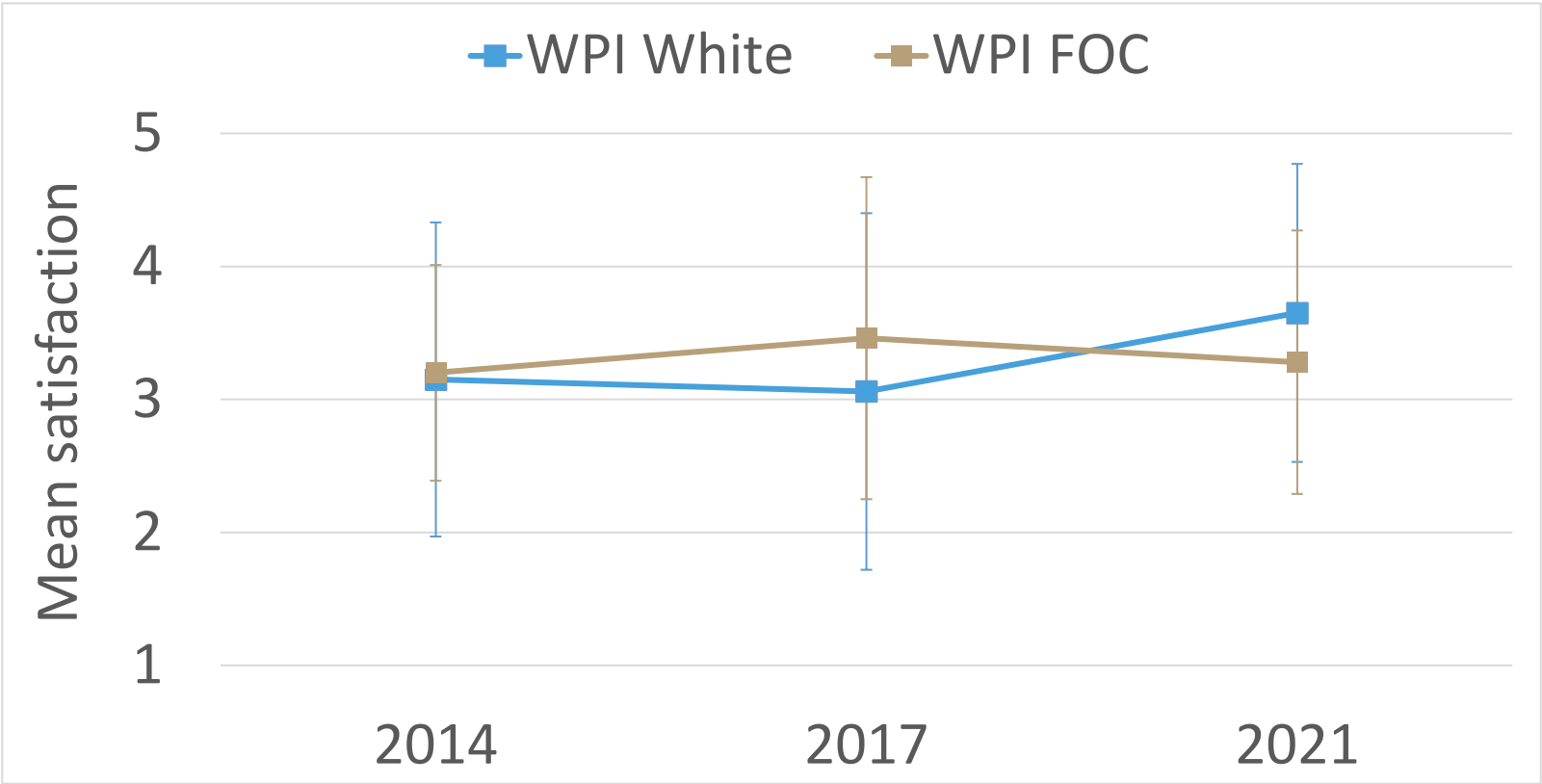
COACHE Benchmark: Promotion to Full
(cluster of 8 questions*, 1-5 scale)



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

While satisfaction of white faculty with promotion to full has increased since 2017, it has decreased among faculty of color.**

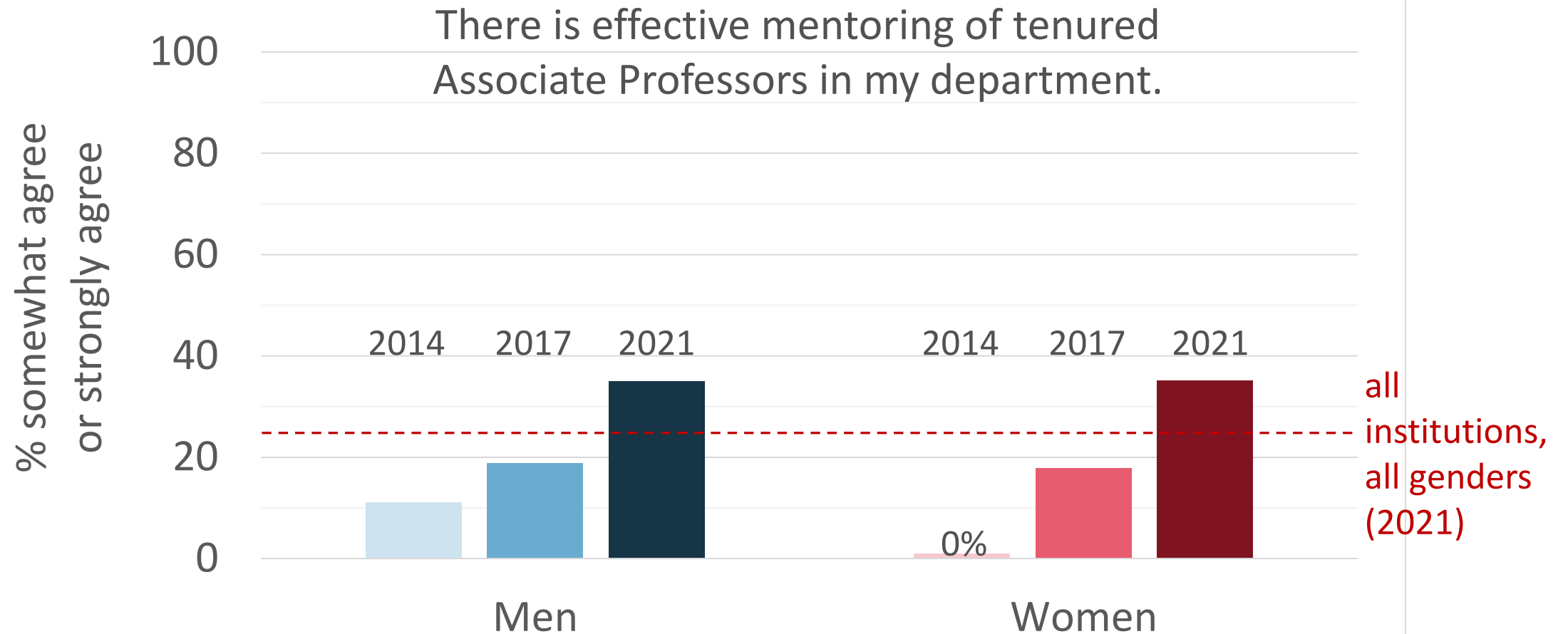
COACHE Benchmark: Promotion to Full
(cluster of 8 questions*, 1-5 scale)



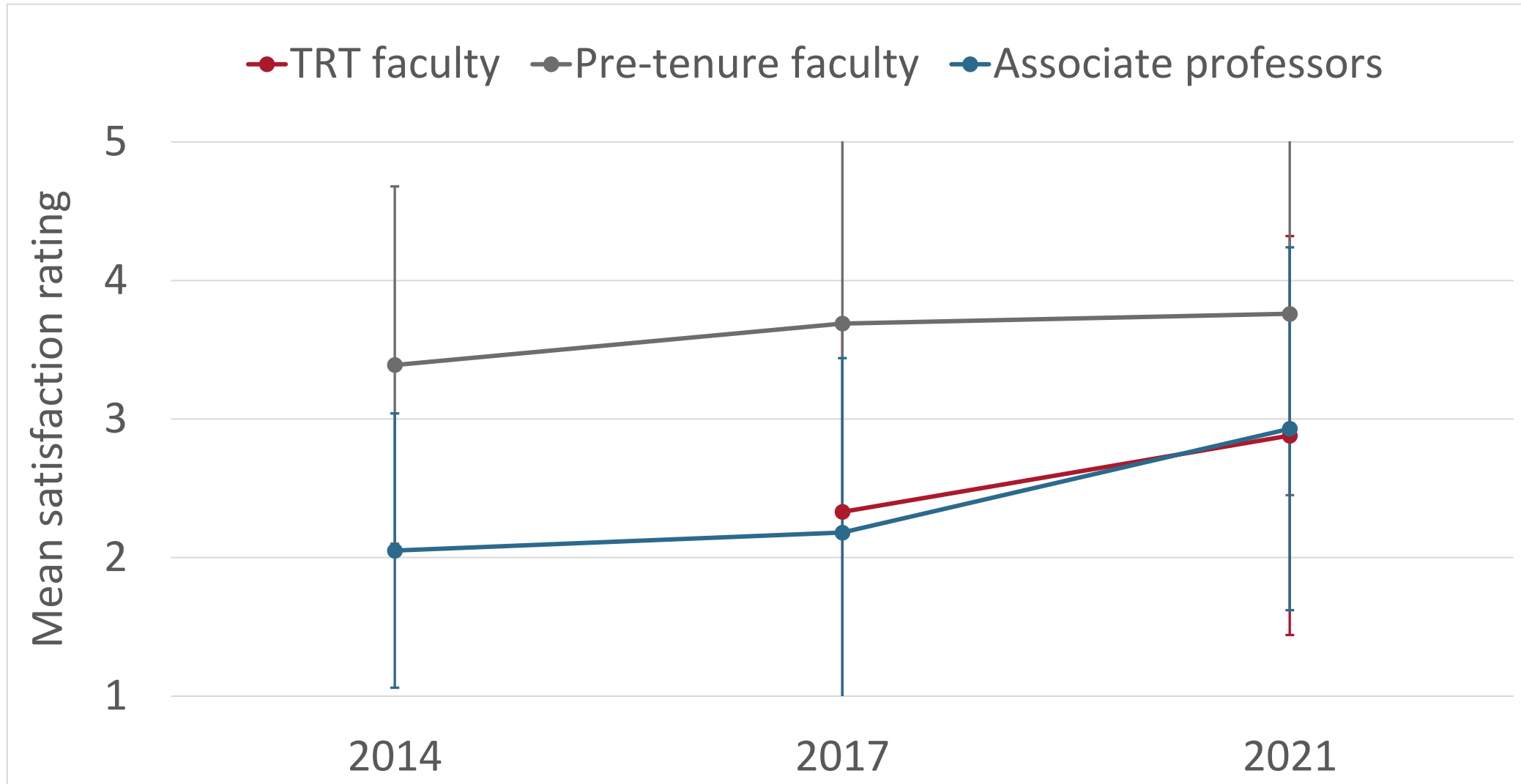
**FOC includes Asian and Asian-American. Same trend is seen for URM faculty.

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

Satisfaction with associate professor mentoring at WPI has increased and the gender gap has closed.

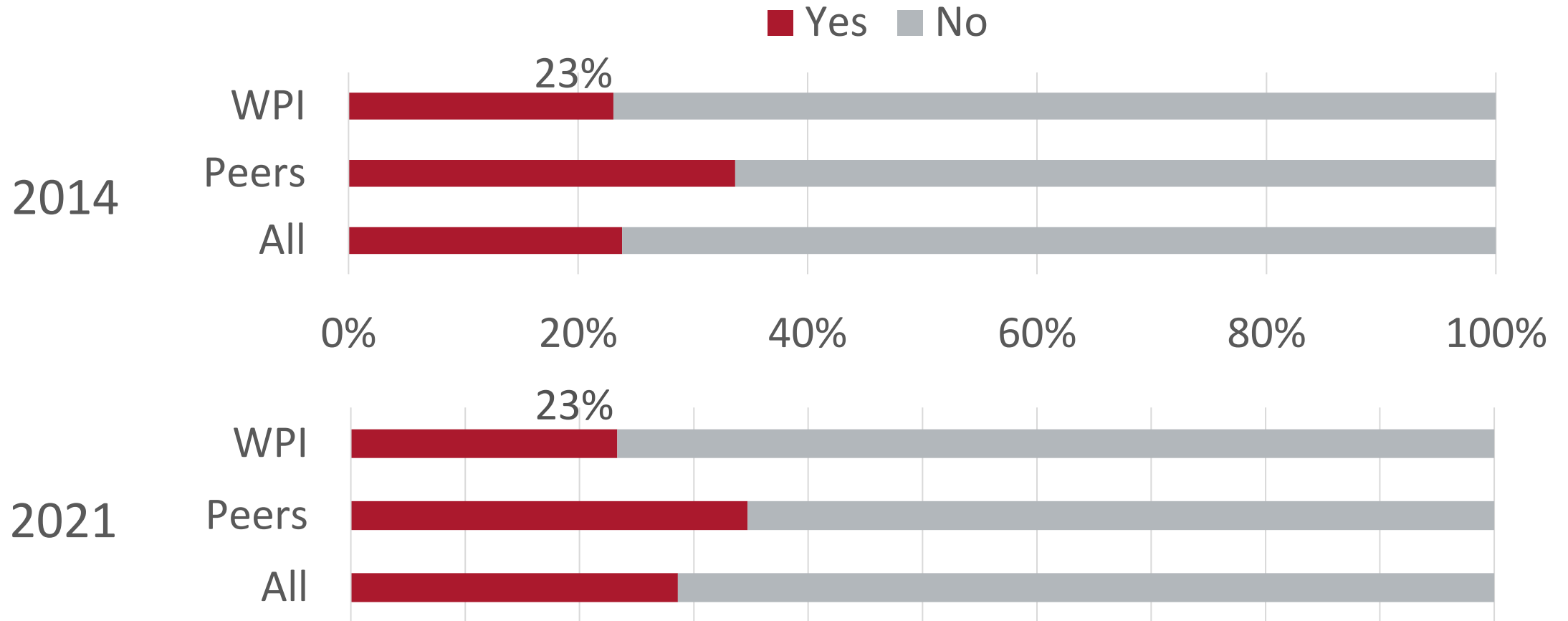


Ratings of mentoring effectiveness have a positive trajectory but vary by career stage and track.



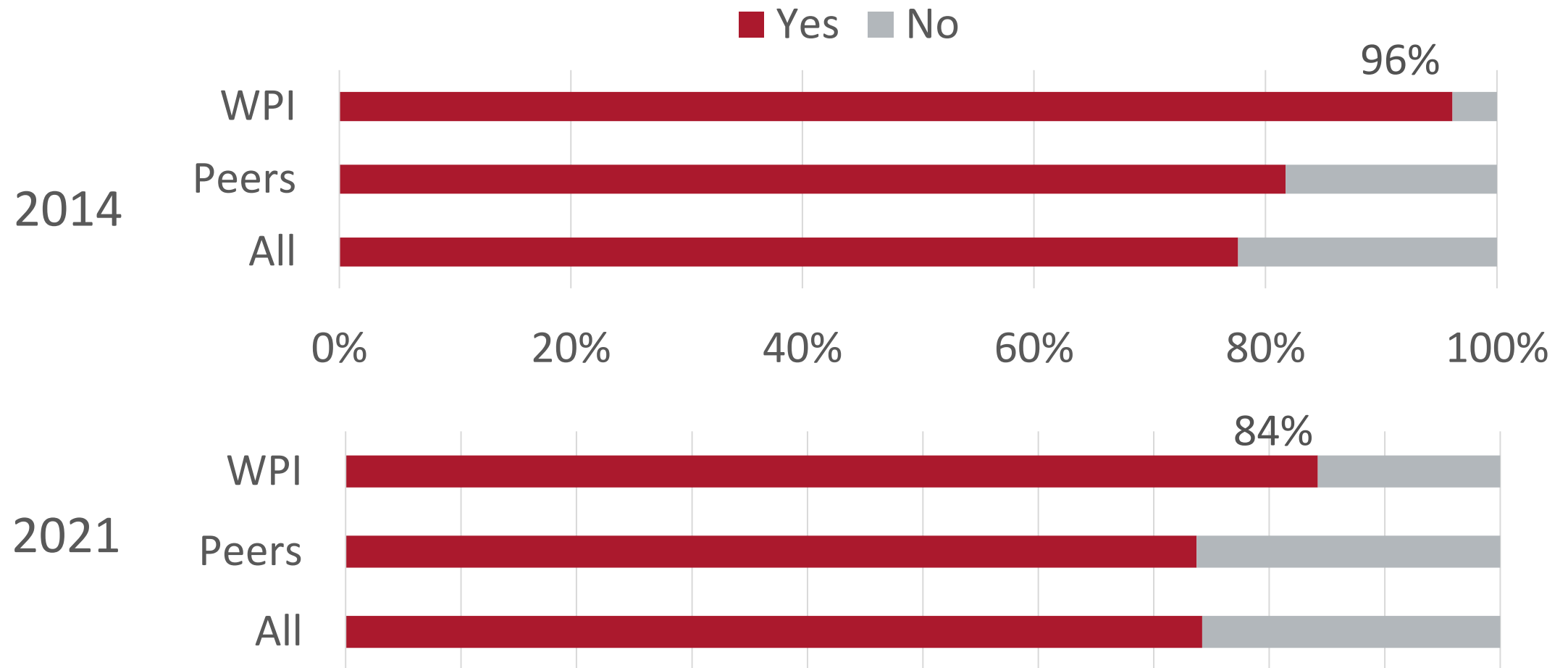
The proportion of WPI faculty reporting formal feedback about progress toward promotion remains low.

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



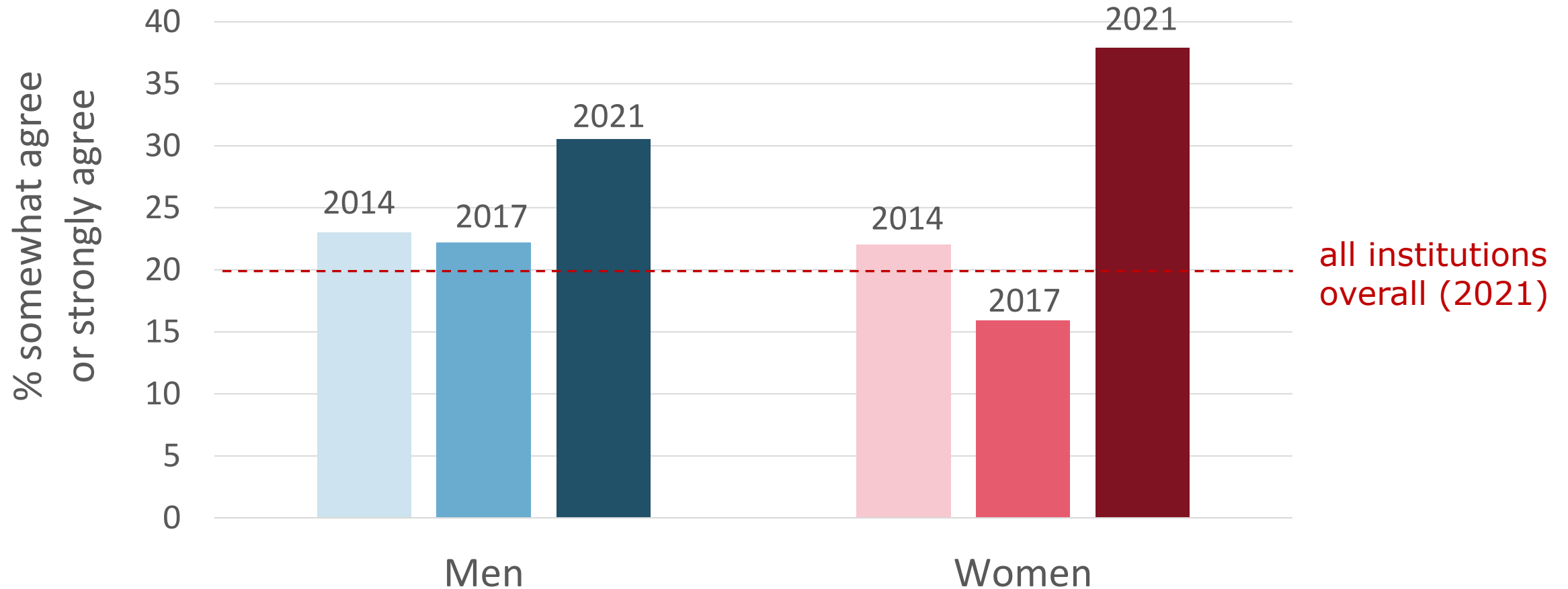
In contrast, the proportion of WPI faculty reporting feedback about progress toward tenure is high: overall and compared to other institutions.

Have you received formal feedback on your progress toward tenure?



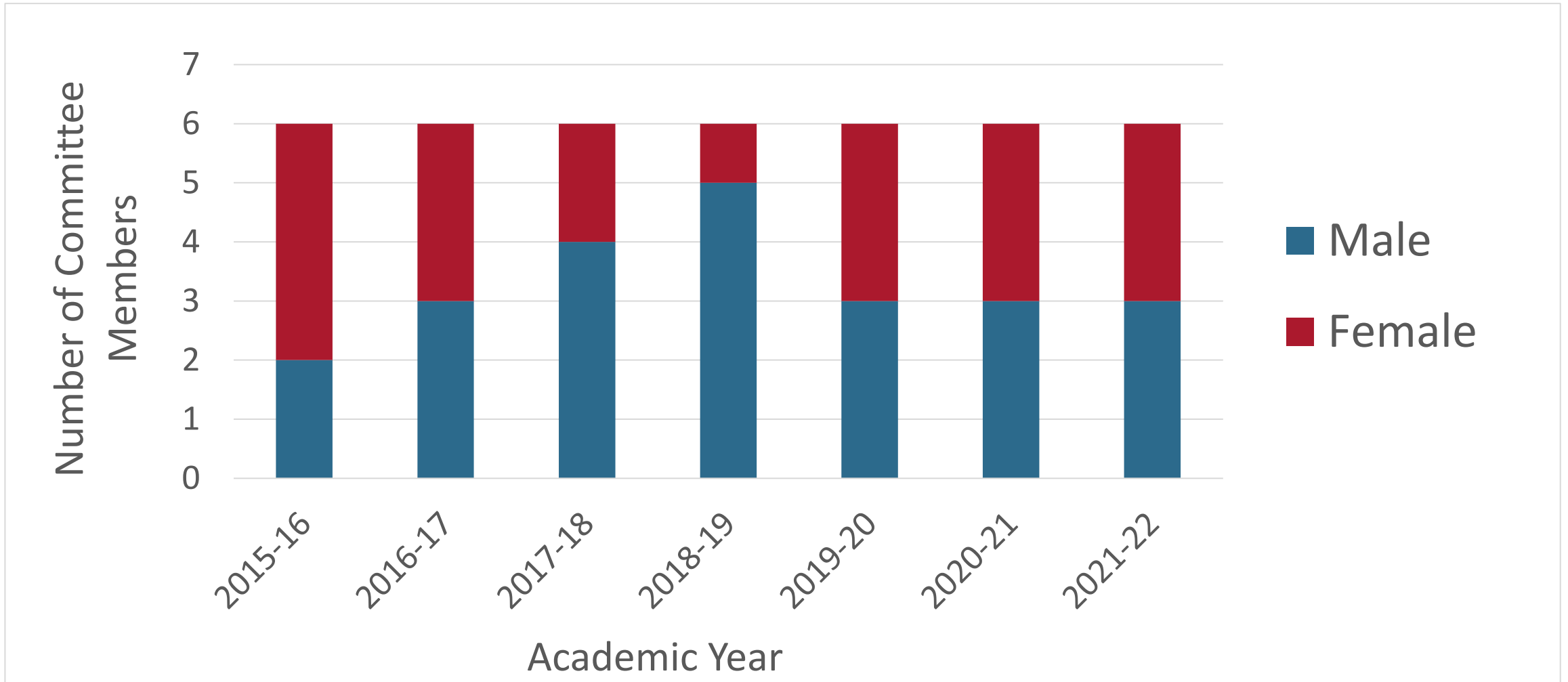
Perceptions of rewards for interdisciplinary work at WPI have increased.

Interdisciplinary work is rewarded in the promotion process.



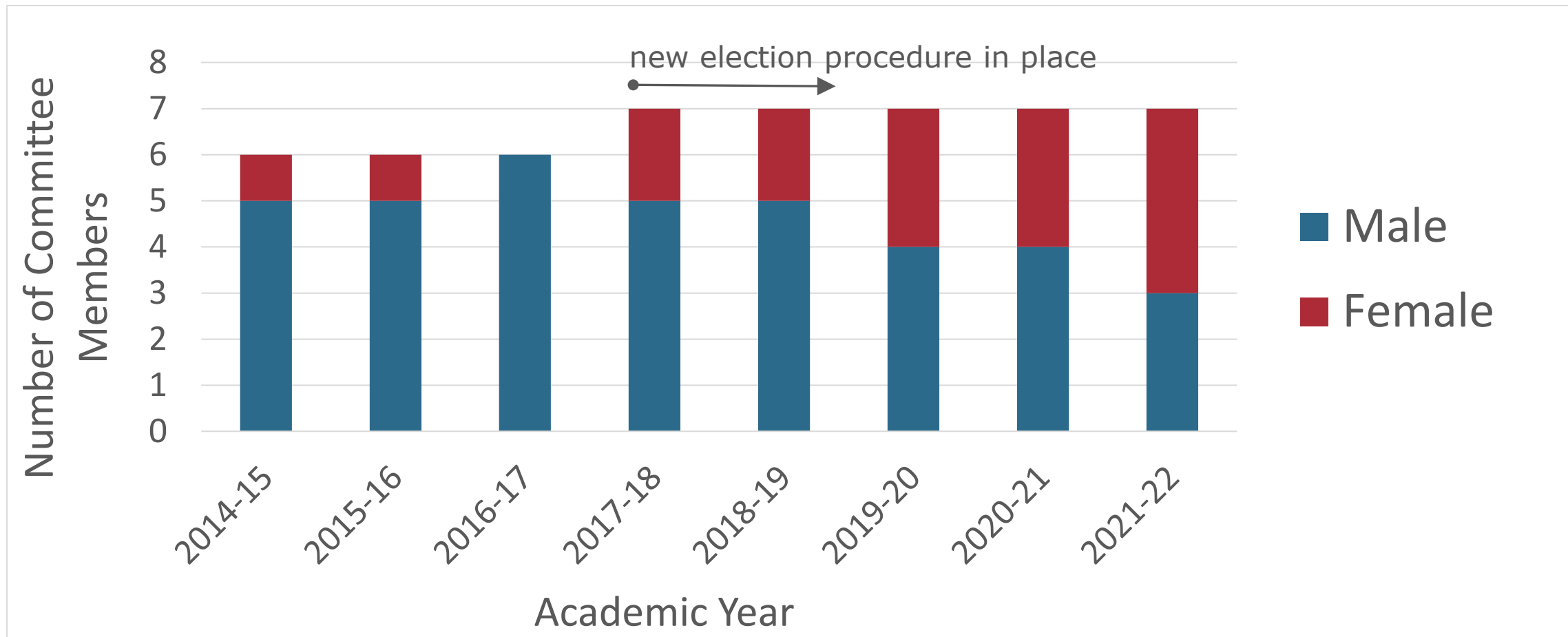
Gender composition of the promotion and tenure committees

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.

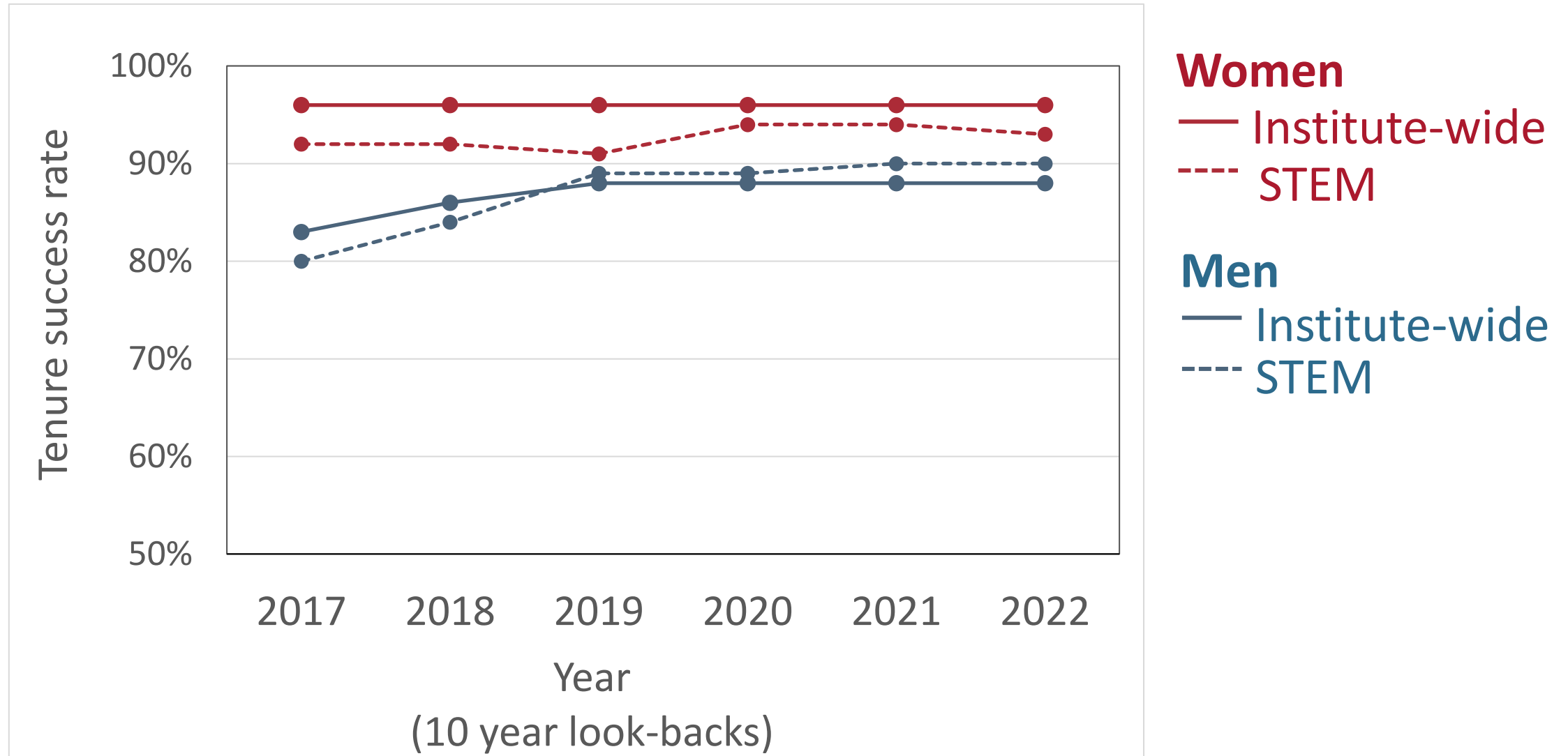
The membership of the Committee on Appointments and Promotions (COAP) has become more gender-diverse.



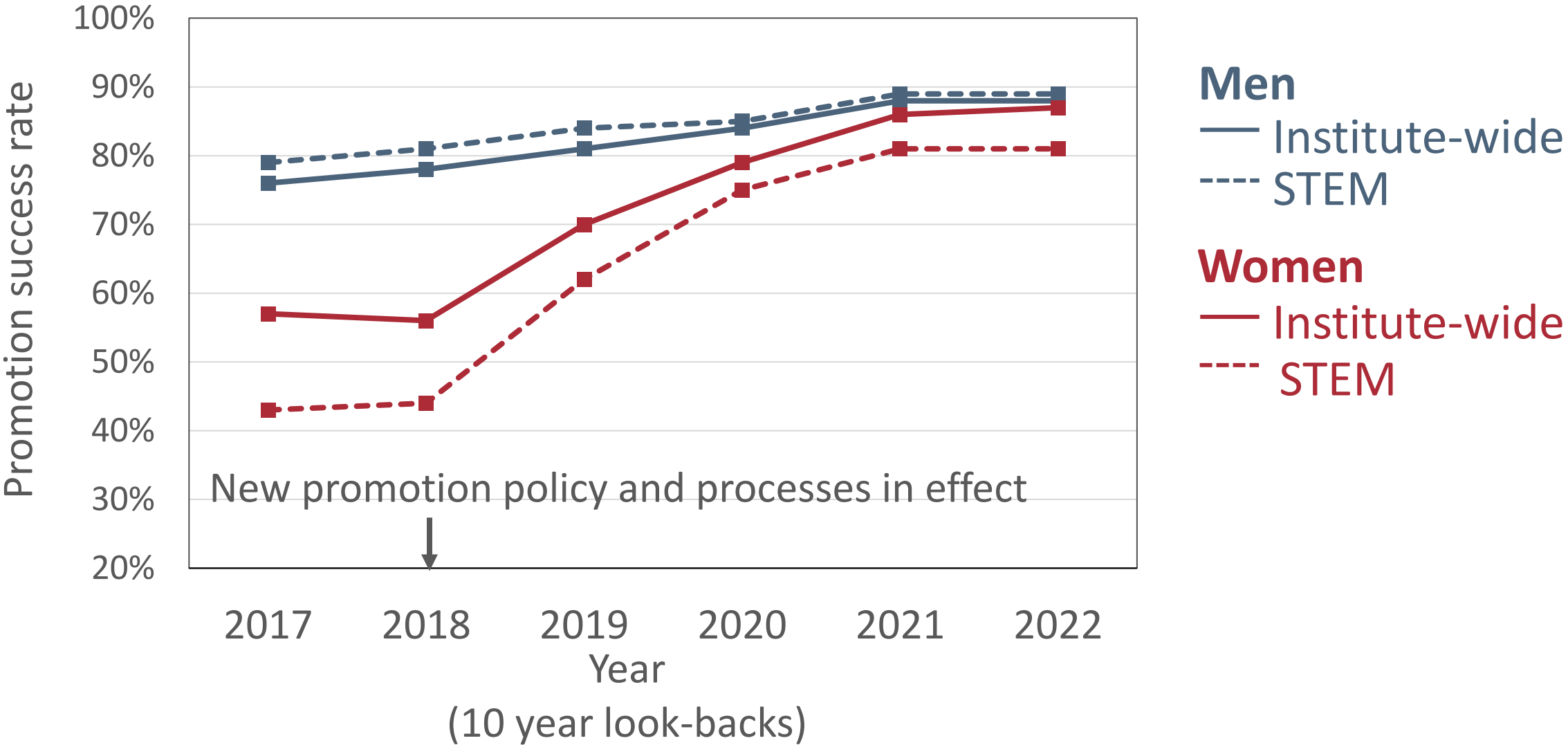
Note: Only tenured (full) Professors are eligible for election to COAP. Beginning in 2017-18, an additional member was added and the nomination procedure changed to echo that of the tenure committee.

Promotion and tenure
success rates and time-in-
rank for tenured faculty

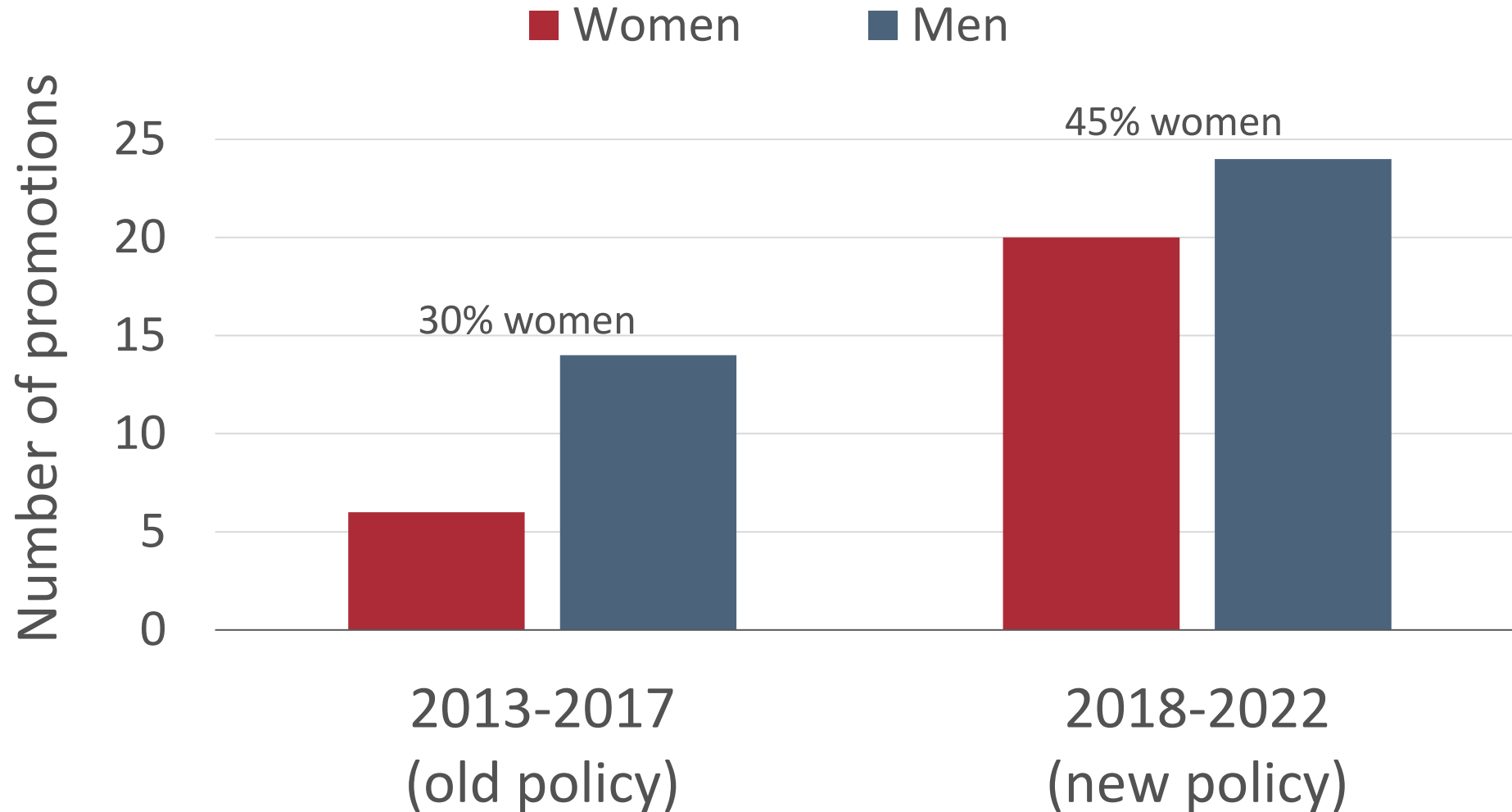
Women faculty at WPI have been awarded *tenure* at a somewhat higher rate than men.



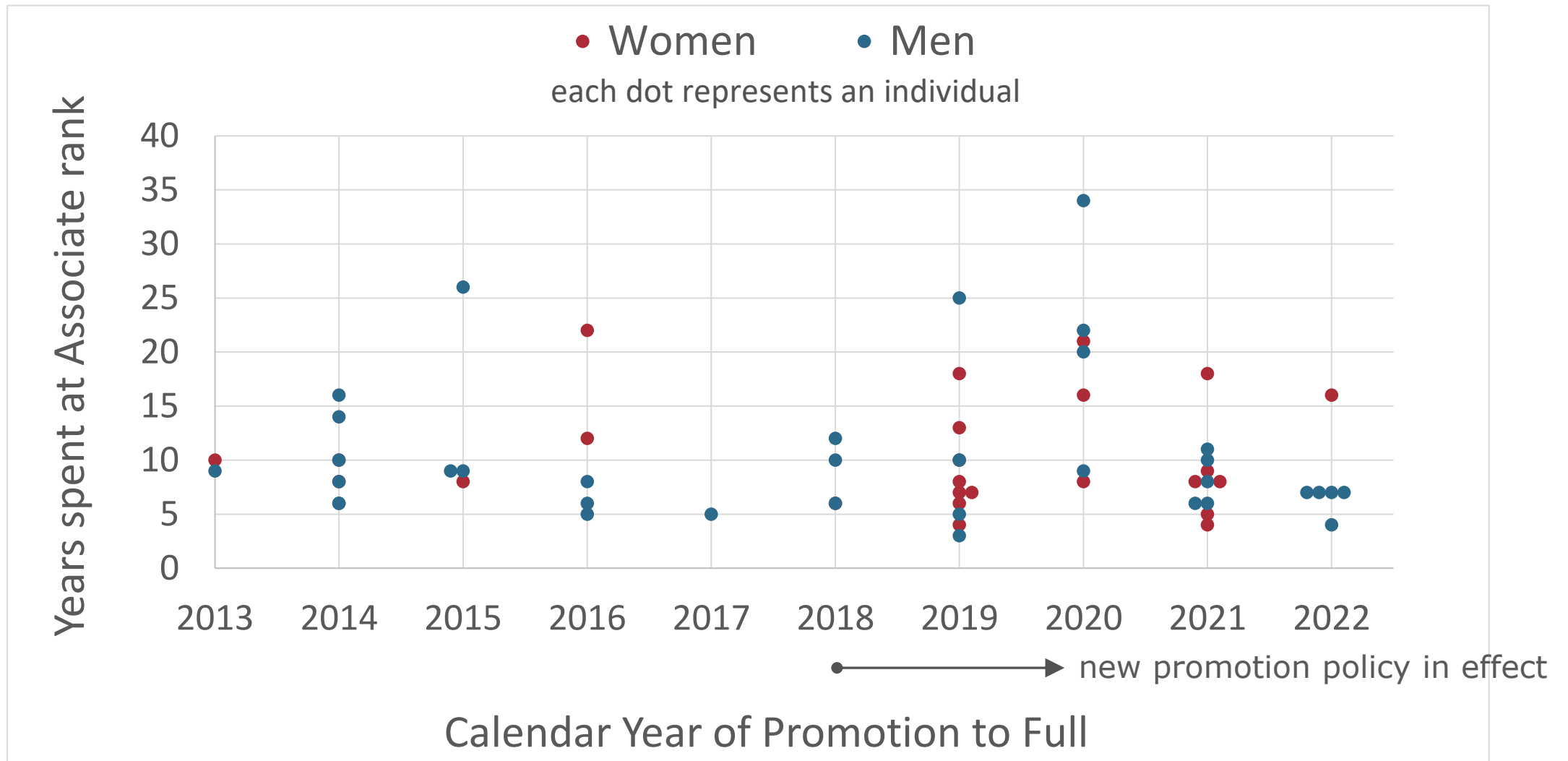
The large gender gap in *Associate-to-Full* promotion success rate has been narrowing since the new promotion policy went into effect.



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



The new promotion policy opened paths of recognition for many more faculty who had spent >15 years at the Associate rank.



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

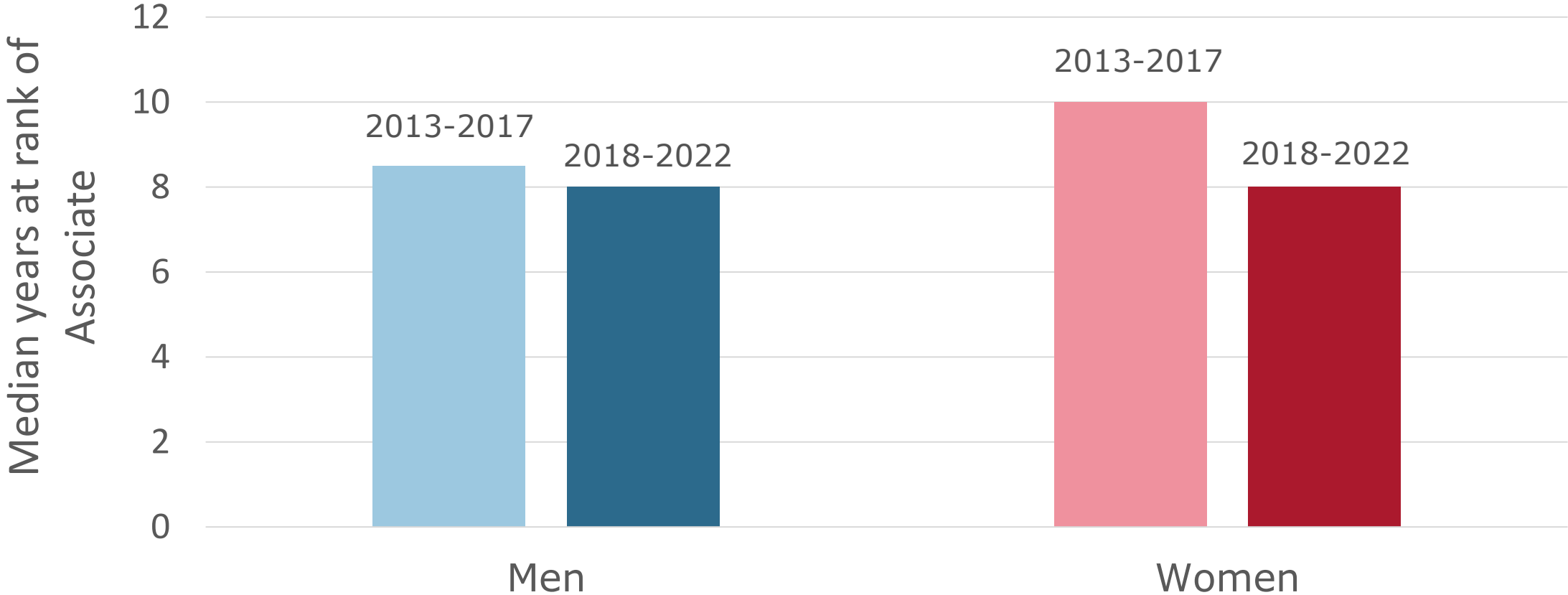
Men



39% still Associate Professors

Since the new policy went into effect, women promotion recipients have spent fewer years at the rank of Associate.

Analysis group: faculty who earned tenure at WPI and were promoted to rank of Professor in a particular 5-yr span



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

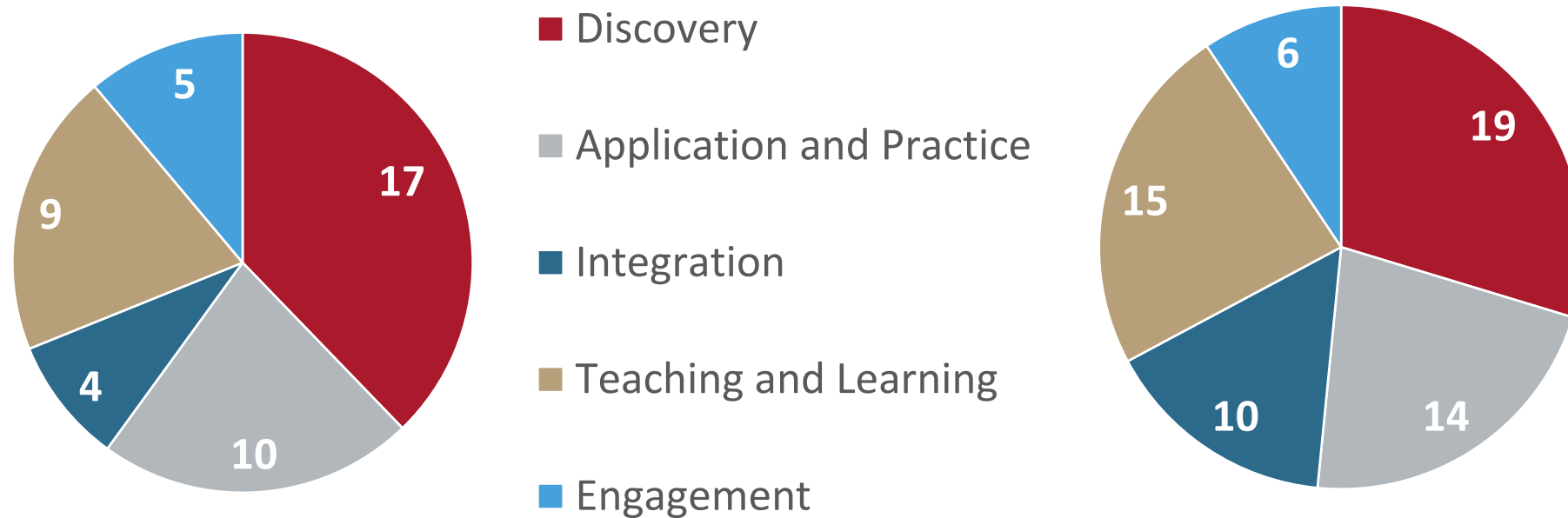
Promotion success rates have been consistently high for teaching-track faculty (2015-2022)



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.

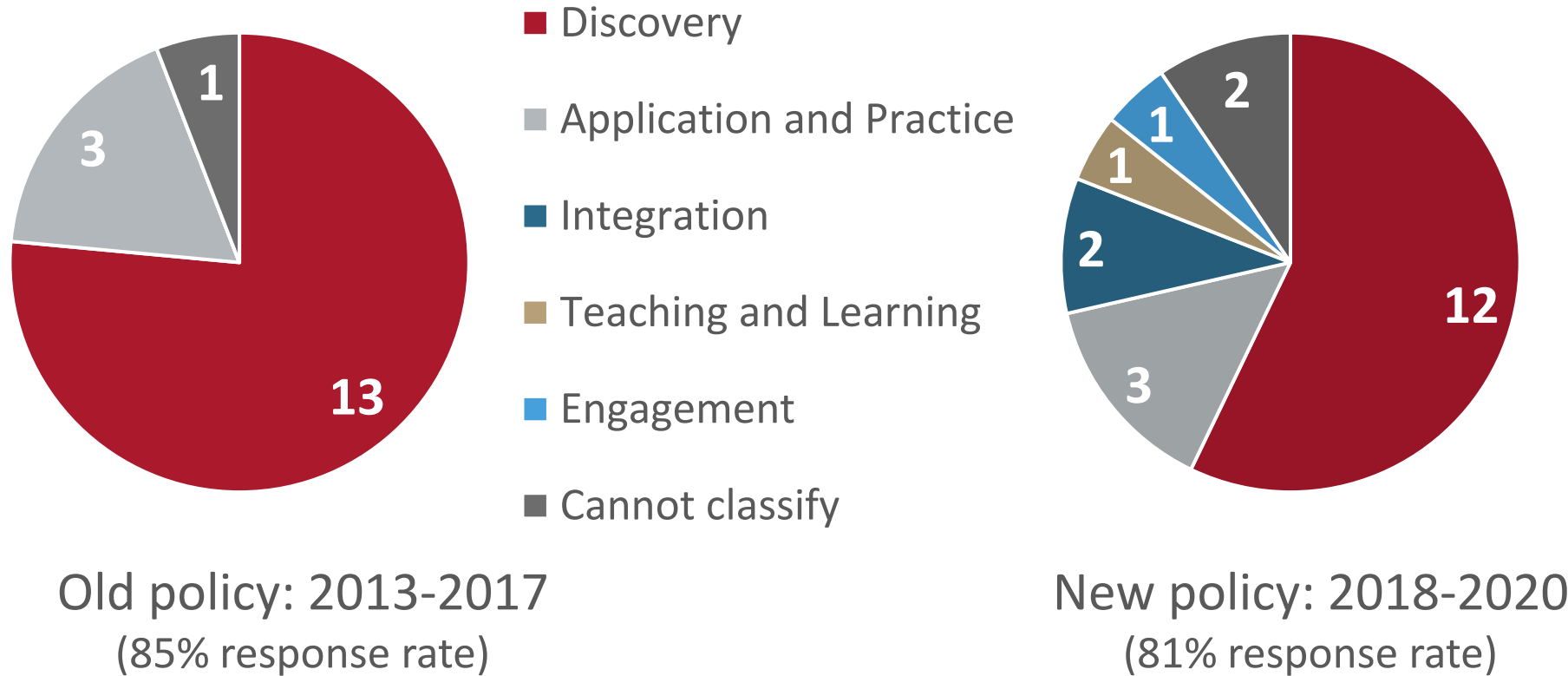


Old policy: 2013-2017
(85% response rate)

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?*



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

