Gender Equity Project
Hunter College of the City University of New York

Objectives
1. To increase the professional success, recognition, and leadership of Hunter’s women scientists
2. To promote excellence and equity at Hunter College through institutional transformation
3. To provide professional development to junior science and engineering faculty across CUNY

Constituents
Natural and social science departments (including Anthropology, Biological Sciences, Chemistry, Computer Science, Economics, Geography, Mathematics & Statistics, Physics, Political Science, Psychology, and Sociology) at 8 CUNY campuses (Brooklyn, City, Staten Island, the Graduate Center, Hunter, John Jay, Lehman, and Queens)

Initiatives
Individual initiatives: Support and recognize Hunter’s women scientists
• Sponsorship Program with professional development workshops
• Web-based video interviews (http://www.hunter.cuny.edu/genderequity/svideo.html)

Departmental initiatives
• Chair handbook for faculty development
• Departmental presentations to increase awareness of gender equity issues and solutions
• Departmental equity surveys (data to be used in allocating faculty lines, space, and resources)

Hunter college-wide initiatives
• Offer-letter templates and checklists
• Collection and reporting of college-wide gender equity benchmark data
• Science Faculty Survey

City University of New York (CUNY)-wide initiatives
• Collection and reporting of CUNY-wide gender equity benchmark data
• Grant Writing Assistance Program for junior faculty
• Professional development workshops for junior faculty
• Professional development workshops for graduate students and post-doctoral fellows

Selected resources featured on the GEP website (http://www.hunter.cuny.edu/genderequity)
• Promotional video for the GEP’s Sponsorship Program
• Departmental equity survey and a guide to creating one
• Tutorials for Change: Gender Schemas and Science Careers (http://www.hunter.cuny.edu/gendertutorial)

Results
• 38% of Hunter’s women scientists have been funded via the Sponsorship Program
• Sponsorship Program scientists significantly increased their scholarly productivity
• Attrition of female professors is decreasing: the attrition gap between male and female faculty has decreased from 22% in 1997-02 to 13% in 2001-06

Before the GEP began in 2002, women accounted for 27% of new hires in the natural sciences at Hunter College.

From 2003-2006, women accounted for 61% of new hires.
Selected products


Workshops

- Since 2005, the GEP has developed materials (readings, activities, discussion questions) for three new professional development workshops
  - Hallmarks of success
  - Making the most of attending conferences
  - Departmental governance: Ensuring a voice for women and minorities
- GEP workshops have been extremely highly rated by participants and are now offered every semester to faculty at eight CUNY campuses via an NSF ADVANCE PAID (Partnerships for Adaptation, Implementation, and Dissemination) award

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ADVANCE PAID funding: $500,000 – 2007-2010

*ADVANCE institutions will serve as exemplars for other colleges and universities aiming to increase the participation and status of women in science and engineering faculty*