

Recruitment Activities

Negotiating the Ideal Faculty Workshop

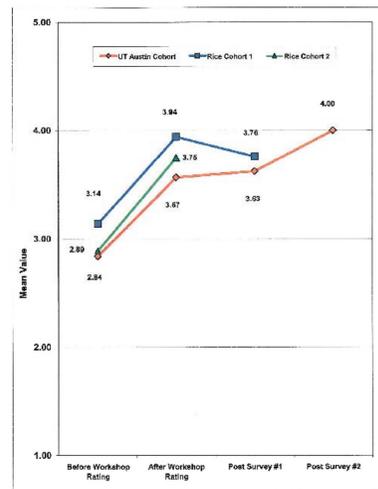
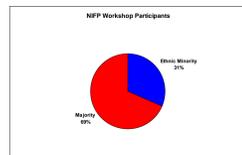
Rice University NSF ADVANCE Program offers a three-day, interactive workshop called Negotiating the Ideal Faculty Position (NIFP), for female Ph.D. students and postdoctoral scholars interested in academic careers in engineering and science.

Topics covered include:

- Finding out about the culture of the department & college
- Maximizing the interview seminar
- Negotiating a good start up package
- Finding the right institutional fit
- Understanding what a search committee is looking for
- Obtaining funding
- Building your lab
- Understanding the tenure process
- Balancing work and family

"I still feel the most important thing I gained from the workshop was confidence. It was inspirational to meet so many successful scientists who had families, and were happy with the decision they had made to stick with academia. It was also great to meet other fabulous women in my situation."

—2006 workshop participant



Mean participant rating for participants in response to the question: "How confident are you that a faculty position is the right match for your career?" Responses are shown on a 5-point scale:

- 1 - Not at All Valuable
- 2 - Somewhat Valuable
- 3 - Valuable
- 4 - Very Valuable
- 5 - Extremely Valuable

Female Faculty Hired 2003-06

- The percentage of women hired has increased from 12.5% in 2003 to 22.2% in 2006.
- While the total number of STEM faculty hired has not increased, women have increased from 11.3% to 15.1% between 2003 and 2006.

Recruitment

Database

Rice ADVANCE Program established a database of CVs from applicants for the NIFP workshop. To date, 1368 of 1447 (95%) applicants have chosen to include their materials in the database for national access. The online database went live in November 2006 and is updated annually. To date, there have been over 700 logons, representing 98 different universities. Sixty-two percent report they are part of a faculty search committee. This engagement demonstrates a national interest in diversifying the faculty as well as the need for a national candidate database.

Search Committee Training

In the first year of faculty search committee chair training, 14 departments participated in the training. Training was conducted by the Vice Provost for Academic Affairs in conjunction with the University Diversity Task Force and ADVANCE. Fall 2008 training sessions will be based on a presentation developed by the NSF ADVANCE Recruitment Committee.

Retention & Climate Activities

Faculty Career Success Workshop for Junior Faculty

Keynote Speakers:

Rita Colwell: "Women, Science and Politics"
Valerie Taylor: "To Agree or Not Agree: Art or Science"



Panel Discussions:

- Promotion and Tenure
- Building an Academic Research Career
- Balancing Service, Teaching and Life

"Great workshop! Well thought-out, well planned and well run! Good information, clearly presented. The panels and invited speakers were very qualified, and inspiring."

—2007 workshop participant

Department Chair Development

- How to Deal with Difficult Faculty Members (both high performing and low performing)
- Building a Vision and Creating Departmental Support
- Gender Issues in Evaluation

Research

The Faculty Exit Survey is exploring reasons men and women leave tenure/tenure-track positions in academia. It will test a turnover model in academics. Data will be used to promote good practices for faculty retention.

- Rice
- Texas A&M University
- Agnes Scott
- RPI

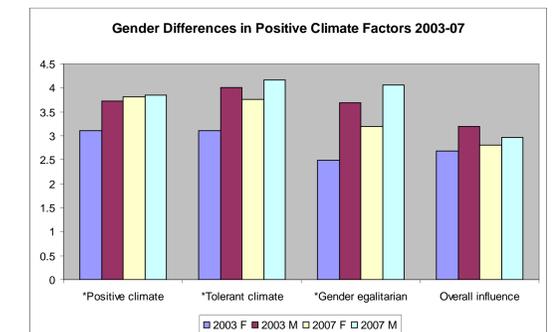
ADVANCE Mini Research Grants:

- Investigation of the Underrepresentation of Women in the G.R. Brown Teaching Awards – Saterbak
- Gender Differences in Graduate School Experiences – Gorman
- The Role of Emotion Perception in Explaining Gender Differences in High-Stakes Tests – Beal
- Predictors of Majoring in Science and Engineering - Beier

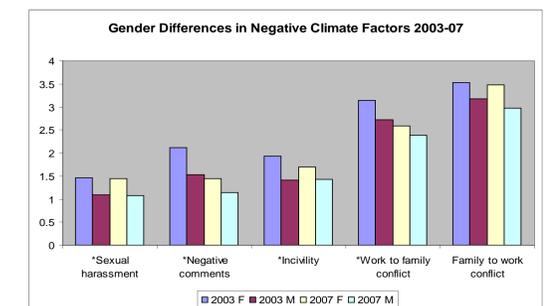
Climate Survey 2003 & 2007

There were changes in the perception of departmental climate by both male and female faculty from 2003 to 2007. Both men and women observed positive changes with regard to gender egalitarianism, the incidence of negative comments, and work-family conflict. Women (but not men) also reported meaningful changes in the positivity and tolerance of the climate. Men (but not women) reported a decrease in their influence.

Response Rate by Representation in the School		
School	% Male	% Female
Engineering	44.0%	73.7%
Natural Sciences	68.4%	89.5%
Social Sciences	58.0%	84.6%
Humanities	50.0%	26.1%
Music	43.3%	<10
Jones School	78.4%	<10
Architecture	<10	<10



* Gender difference significant at < 0.05 by t-test



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