Advance Project Description

**EFFORT@RIT PHASE I**

Establishing the Foundation for Future Organizational Reform and Transformation:

- a self-study across RIT's colleges with Science, Technology, Engineering and Mathematics (STEM) departments to collect and analyze data on the factors that women seek in an academic position and determine how well RIT provides (or fails to provide) for those through climate study activities and objective data review.

- Faculty data and analysis
- Time spent on tenure
- Salary
- Benefits
- Mentoring
- Professional development
- Diversity and inclusion
- Leadership and governance

**ADVANCE R.I.T.**

for women faculty in science, engineering, computing and technology

RIT Faculty Career-Life Survey

- To ensure confidentiality, Survey Research Institute at Cornell invited participation directly through an external, secure website
- Survey offered to all Tenured and Tenure Track faculty
- General areas covered in the survey:
  - Teaching, Research, and Service
  - Personal and Professional Life

- 66% response rate overall with n=535/808
- Greater than 70% response rate for every STEM College

RIT Faculty Career-Life Survey

Summary of STEM Gender Differences

**Research Objective:alsa**

- Study of salaries of men and women faculty (averages and distributions), to compare and analyze salary differentials among men and women faculty across all regular faculty at RIT.

**CAREER INTERACTION**

- Evaluation of faculty interaction and the distribution of time spent on various activities among men and women faculty.

**CIVIL RIGHTS**

- Recommendations for the distribution of time spent on various activities among men and women faculty.

**CIVIL RIGHTS**

- Recommendations for enhancing gender equity in teaching, research, and service.

**ITEMS DEVELOPED AS A RESULT OF THE GRANT AND TO BE MAINTAINED GOING FORWARD:***

- **Work-Life Resource Center:**
  - Website: www.worklife.rit.edu
  - Resource Hub for faculty and staff
  - Includes career development, professional development, and personal well-being resources

- **Salary Analysis:**
  - Creation of a salary analysis tool to identify gaps and disparities in salary across gender, rank, and department

- **Job Satisfaction Survey:**
  - Development of a survey to assess job satisfaction and identify areas for improvement

- **Faculty Development Programs:**
  - Creation of programs to support faculty development and career advancement

- **Faculty Support Groups:**
  - Establishment of support groups for faculty to network and share best practices

**Accomplishments....»»»**

**New Forms of Analyses Performed during the Course of the Grant:**

- Various new forms of analyses performed during the course of the grant:
  - Study of salaries of men and women faculty (averages and distributions)
  - Creation of a salary analysis tool to identify gaps and disparities in salary across gender, rank, and department
  - Development of a survey to assess job satisfaction and identify areas for improvement
  - Creation of programs to support faculty development and career advancement
  - Establishment of support groups for faculty to network and share best practices

**Project Activities & Benchmarks and Review of Policies Remaining and attracting women faculty**

**Work-Life Policies:**

- Are we helping people to have a healthy balance between work and life?

- **Benchmarks:**
  - Faculty policies
  - Benefits
  - Professional development
  - Support for families

- **Differences Identified:**
  - Lack of data related to stopping the tenure clock for working except due to maternity

- **Ways to Improve Policies:**
  - Development of a salary analysis tool to identify gaps and disparities in salary across gender, rank, and department

- **Impact of Policies:**
  - Creation of programs to support faculty development and career advancement
  - Establishment of support groups for faculty to network and share best practices

**Current Male and Female T-T @ RIT and their hired ranks (counts and percentages) as of 10-1-10**

**Average Length of Service and Time in Rank October 2010**

**Question 2:**

- What is the distribution of science and engineering faculty (STEM T-T) by gender, rank, and department?

- Current number of faculty by department, rank, gender, and college (2004-2010)
- Percentage of Female by college (2004-2010)
- Current Number of Non-T-T Faculty (2009)
- Benchmark Data (where available)

**Question 3:**

- What is the distribution of science and engineering faculty (STEM T-T) by gender, rank, and department?

- Faculty hired by college (2004-2010)
- Salary patterns (2008-2010)
- Percentage of Faculty by department (2004-2010)
- Benchmark Data (where available)

**Question 4:**

- What is the distribution of science and engineering faculty (STEM T-T) by gender, rank, and department?

- Study of salaries of men and women faculty (averages and distributions), to compare and analyze salary differentials among men and women faculty across all regular faculty at RIT.

- Current number of male and female faculty by department, rank, and college (2004-2010)
- Percentage of Male by college (2004-2010)
- Benchmark Data (where available)