

- **ADVANCE Leader Program:**

*Stepping up the Academic Ladder:
Examining the Progress of Women as
Science and Engineering Department Chairs*

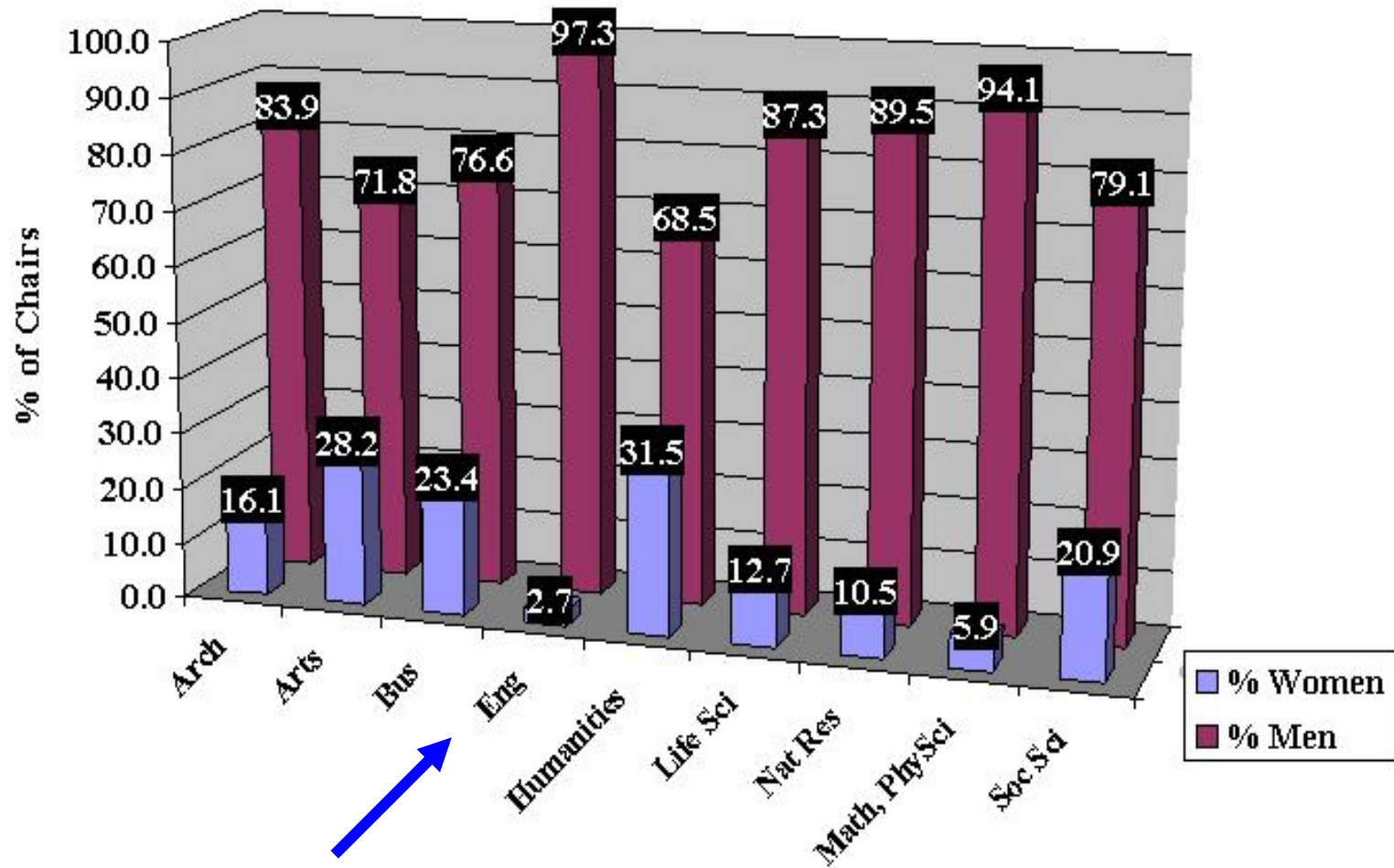
- 9-page survey to all R1 chairs (F2002)
- 1500 Surveys (~50% response rate)

- **Collected Summer 2002 AAU Data**

Acknowledgements:

- NSF ADVANCE Program
- Co-PI Prof. Kim Shauman, Sociology, UC Davis
- A number of women faculty at UC Davis

Chairs By Field

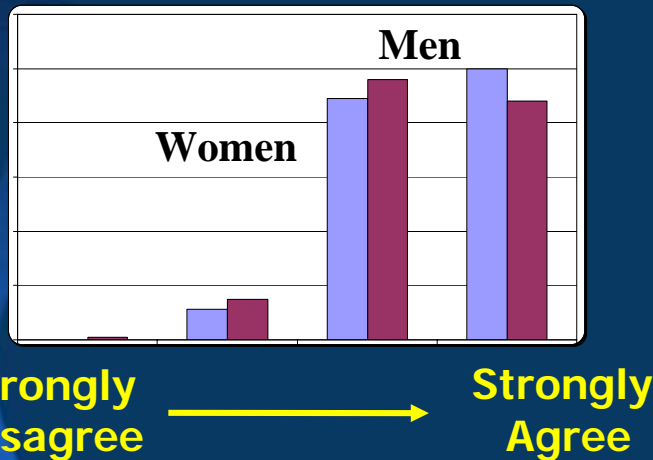


Survey

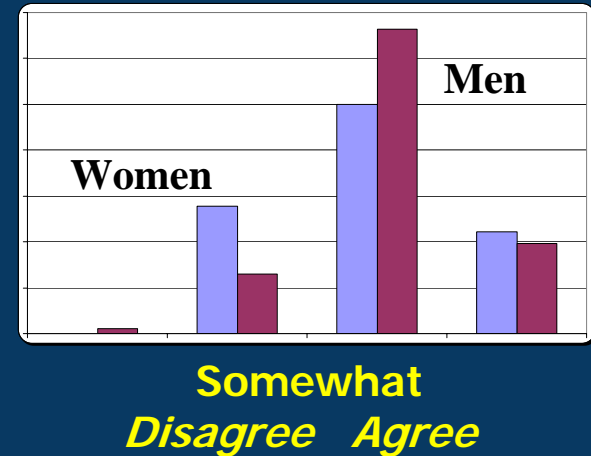
- **Perceptions of Selection Criteria**
- **Educational and Career Background**
- **Prior Administrative Experience**
- **Characteristics of Appt.**
- **Responsibilities**
- **Institutional Setting**
- **Personal Attitudes**
- **Demographic Characteristics**

Perceptions on Ability to Impact:

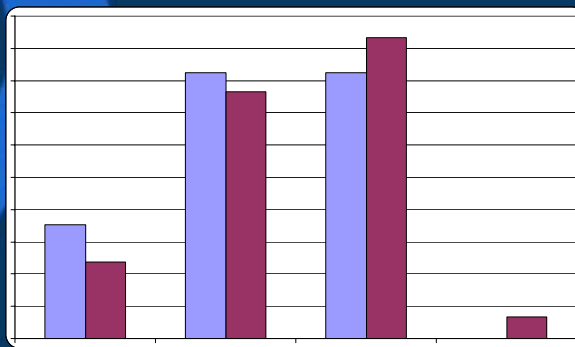
Mentoring of Young Faculty



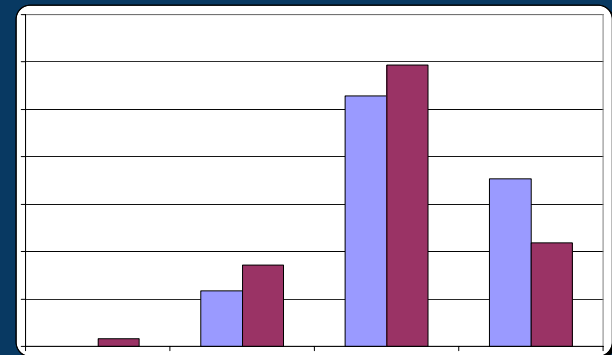
Quality of Teaching



Work-Life Balance



Cutting Edge Research



Sense of the Struggles

“The academic community faces a deepening of staffing its departmental leadership:

- Increase in administrative complexity...makes the job more complex. Chairs [at state universities] do not get sufficient perks to compensate
- The intensification of research competition...has diminished the team spirit...making it harder to reach departmental goals
- The same research competition impedes the ability of mid-career chairs to maintain their research”

Earth Sciences

And Finally,

There is a real opportunity to explore discrimination in hiring. I believe, without doubt, that my hiring was in consequence of discrimination. The faculty were aligned against the administration. I was told I was hired [by the faculty] because "as a women I would be soft and do what the faculty wanted, besides, I would push outreach more than research".

It turns out I am/do neither.

The faculty used their perception of what women are supposed to be in their hiring of me. As an outside hire, no one knew me. The faculty only knew their discriminatory perception of my gender.... Forget criteria!

Computer Science