

## **Proposal: Women and Men in Globalizing Universities - A Renewed Proposal to Share Cross-National Data among IARU members**

Submitted to the IARU Presidents and Chancellors by UC Berkeley on behalf of the IARU representatives who attended the March 2012 meeting at the University of Tokyo on Women and Men in Globalizing Universities

### **Introduction**

We propose to share trans-national data regarding women and men on the academic ladder from undergraduate students to professors among interested IARU members. This proposal is the outcome of a recent meeting of representatives of IARU members hosted by the University of Tokyo:

Women and Men in Globalizing Universities  
“Searching for Gender Equality in Higher Education”  
March 16–17, 2012

UC Berkeley has agreed to gather the data for this study, but all participating members will be engaged in refining the research design, and in deciding on the specific criteria for the data collection and its subsequent use.<sup>1</sup>

The chief deliverable of the project would provide for the first time an examination of inclusion and success for faculty women and men at major research universities around the world. The data and information would strengthen IARU as an organization, and further its work on creating fully equitable institutions. Specifically, this project would entail the collection and analysis of a baseline set of data from participating IARU institutions, including yearly total headcounts of women and men at each step of the academic ladder, along with a one-time survey to gather information about the structure and practices at each institution relevant to understanding the academic ladder.

For most of the history of the university, women professors were nonexistent or rare. It reflects a relatively recent shift that, today, a major research university without a significant proportion of women faculty is virtually unimaginable. Indeed, in that elite class of institution, women professors now contribute in all disciplines and at all levels, holding professorial as well as campus leadership positions. Regarding numbers, in most disciplines women enjoy at least a strong minority representation, and in some their proportion rivals that of their male colleagues. Moreover, there is every indication that women’s presence and participation in such institutions will continue to grow in coming decades.

These facts, however, tell only part of the story. The aforementioned successes notwithstanding, the respective representation of women and men in certain disciplinary areas and at certain professional levels generally remains disproportionate to the representation of women and men in relevant candidate pools. Overall, these disparities tell a somewhat discouraging, albeit familiar, story: as women climb to higher professorial and leadership levels, they comprise an increasingly small proportion of the whole. Such

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<sup>1</sup> There were two prior meetings on this topic at Cambridge University in 2006 and at Yale University in 2008. Around that time, the IARU Presidents and Chancellors agreed to a similar initiative.

disparities are of concern because they suggest significant negative impacts on individuals, institutions, and society. All of this translates to an immense loss of talent to universities and, in the case of women Ph.D.s declining to enter academia or leaving it at an early stage, a considerable loss of institutional investment in their training.

Academic institutions around the world are devoting increasing amounts of energy and resources to understanding and addressing faculty gender issues, including disparities in representation and advancement. Efforts are already bearing fruit—in new knowledge, heightened institutional and public awareness, and even some successful interventions. Nonetheless, the study of disparities in representation and success among women and men faculty is still at a fledgling stage, and limited by deficiencies in existing data. There is, in short, a timely need for a research effort to take our knowledge in this area to a higher level.

The goal of this IARU study is to provide baseline data to help advance current efforts to make major research universities inclusive of women and men on their faculties, and equitably supportive of their success and satisfaction.

### **Data Collection Plan**

The following is an outline description of the proposed project, including its major objectives and tasks. All participating IARU members will have an opportunity to refine the specifics of the plan before it is implemented.

#### **1. Headcount data of men and women**

Our plan is to collect yearly data for participating IARU institutions on the headcount of women and men at each step of the academic ladder dating back to 2008.<sup>2</sup> Each institution should specify its academic ladder, and provide overall data for each step of the ladder.<sup>3</sup> The intention is to provide comparable data, but with enough flexibility so that each participating IARU member can provide the most salient data for their institution. It is important that each institution be as specific as possible as to the parameters related to the data provided.

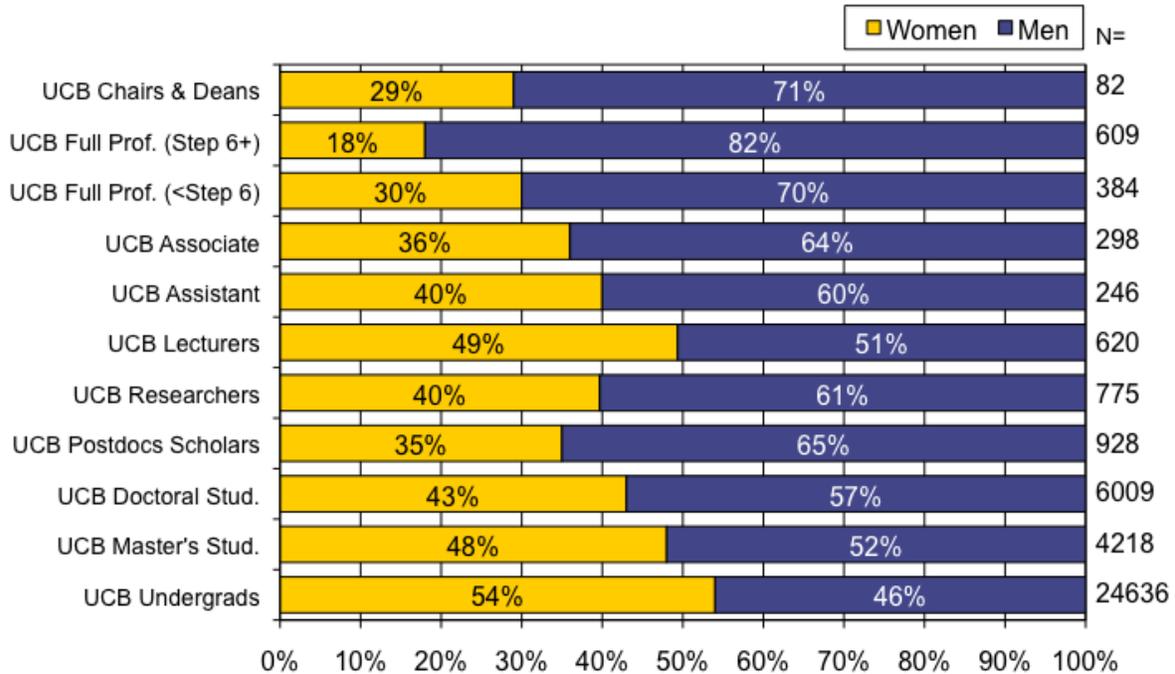
The result will be a chart of the type shown below for UC Berkeley, which specifies the percentage of women and men at each step of the ladder, and provides total number. There will be a chart for each year for each participating IARU institution. Initial data collection will be for 2008 to 2012; subsequently, data will be collected each year.

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<sup>2</sup> We will request the data in terms of full time equivalent positions (with part time employees counted as a fraction), but institutions may supply total headcount data if the former is not available. The “year” can be either the academic year (July 1 to June 30) or the calendar year (January 1 to December 31).

<sup>3</sup> Overall data includes all disciplines and professions. However, if a discipline or profession within the university, such as a medical school, has a distinct academic ladder, the IARU institution can decide to provide a separate ladder, or simply explain that this discipline or profession has been omitted.

## UC BERKELEY ACADEMIC LADDER GENDER DIVERSITY FROM STUDENTS TO DEANS



### 2. Time series data

As data are gathered over time, they will be aggregated into charts showing how the numbers of women and men at various steps of the academic ladder are changing. This will allow for correlations between the rate of change with events, such as new policies or practices that an institution puts in place to enhance equity and inclusion. The interventions and their outcomes will be shared as they become known at yearly meetings of participating members.

### 3. Survey to understand the academic ladder at each IARU institution

It will be important to understand the data within the context of institutional structures and cultural norms. We plan to survey IARU institutions to gather basic descriptive information about the structure and practices relevant to understanding the academic ladder. The questions will be agreed upon by participating IARU members.

In addition, it will be of interest to understand which disciplines are represented at each institution, and how they are clustered into schools and colleges. We plan to ask for data to show the distribution of women and men in these schools and colleges, and in a few disciplines that the members agree to use as

“marker” disciplines (for example, literature, philosophy, economics, chemistry, mathematics, and computer science) for comparison across our institutions by field.

#### **4. Data sharing**

Data will be shared among IARU institutions. Each institution will have a chance to review the data before it is shared. Because this effort is potentially transformative, it is our hope that the participating institutions will agree to collaborate on sharing the findings and new knowledge with others.

#### **5. Timeline**

If the project is approved, interested institutions will develop a timeline for the project. The initial data collection will include: (1) total headcount for women and men on each step of the academic ladder each year from 2008 to 2012, and (2) a survey to gather information relevant to understanding the academic ladder. The survey will include information regarding disciplines represented at the institution and the collection of data for “marker” disciplines. After this initial data collection, total headcount data for women and men on the academic ladder will be gathered yearly for at least five years.

#### **6. Budget for data collection**

It is anticipated that each participating IARU member will provide resources for data collection at their own institution.

#### **Conference Plan**

We propose an IARU conference in fall 2013; ETH Zürich has agreed to be the host institution. The meeting will focus on a discussion of the data that has been collected by UC Berkeley, as well as opportunities for the representative from each member institution to present and discuss relevant topics. We would like to propose a budget of \$15,000 (USD) to go to the host institution for a two-day meeting of about 10 - 15 IARU member representatives. Each member institution will be required to pay the travel and room expenses for their representative.

Expense	Estimated cost (USD)
Conference room rental	\$4,000
Tea, coffee, and snacks	\$1,000
Meals for 15 participants -two lunches -two dinners	\$5,000
Salaries for assistants	\$5,000
<b>Total</b>	<b>\$15,000</b>

### **Concluding Remarks**

The IARU members who attended the March 2012 meeting at the University of Tokyo enjoyed interesting presentations from each member and engaging conversations regarding ideas to advance gender equity. With the baseline dataset that we plan to create, we look forward to advancing our conversations at future meetings, and to opportunities to refine and extend the research design. We want to thank in advance the Presidents and Chancellors for considering this renewed proposal to press forward efforts to make our universities more inclusive and supportive of women and men.

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