## ADVANCE Equity, Diversity, Excellence Initiative (EDEI)

### 2015-2016 Annual Deans’ Reports:

<table>
<thead>
<tr>
<th>Name</th>
<th>College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Frank Fox</td>
<td>Ivan Allen College</td>
</tr>
<tr>
<td>Pinar Keskinocak</td>
<td>College of Engineering</td>
</tr>
<tr>
<td>Kim Cobb</td>
<td>College of Sciences</td>
</tr>
<tr>
<td>Dana Randall</td>
<td>College of Computing</td>
</tr>
<tr>
<td>Catherine Ross</td>
<td>College of Design</td>
</tr>
<tr>
<td>Beril Toktay</td>
<td>Scheller College of Business</td>
</tr>
</tbody>
</table>
Georgia Tech ADVANCE Program

- Network of professors to support the community and advancement of women and minorities in academia.

- **Goal:** develop systemic and institutional approaches that increase the representation, full participation, and advancement of women and minorities in academic STEM careers.

Strategies

1. Advocate for diversity, equity, and inclusion.
2. Advise campus leadership on policy and structure.
3. Increase awareness and reduce the impact of implicit bias.
4. Make data-driven recommendations for faculty retention, advancement, and satisfaction.

Hiring and retaining a world-class faculty requires:

- fostering a diverse pool of talent;
- creating an inclusive and equitable work climate;
- supporting the career growth of existing faculty;
- customizing to each college.
Equity, Diversity and Excellence Initiative (EDEI)

Institutional support occurs through primarily four elements:

- Faculty development and leadership training
- Transparency
- Bias awareness and promoting a culture of equity
- Data-based decision making and accountability
Highlights from Collective Progress following 2015 Recommendations

- Female representation at the Chair level has room for improvement. Progress:
  - CoS and CoC each went from 0 to 1 female chaired full professor
  - In net, 13 more male full professors and 1 more female full professor have Chairs
Highlights from Collective Progress following 2015 Recommendations

- Diversity and inclusion does not appear prominently or often in the Institute or unit strategic plans. Progress:
  - SPAG call included “promoting diversity, equity and inclusion” as a criterion.
  - One proposal funded by SPAG (and co-led by ADVANCE professors) is specifically on this topic.
  - Gender equity task force and black student experience task force each issued a plan with concrete recommendations.
Highlights from Collective Progress following 2015 Recommendations

- Mid-career/senior faculty are looking for more leadership development opportunities. Progress:
  - Provost’s leadership workshop launched, many applications, diverse group selected
  - ADVANCE’s adaptive leadership workshop piloted, will continue

- There is a need for awareness of implicit associations and their impact on decision making. Progress:
  - OID launched Bias Awareness workshops with support from ADVANCE Professors, well received
  - Expansion to RPT committees in AY 16-17, with input from College leadership & ADVANCE Professors
Highlights from Collective Progress following 2015 Recommendations

- We need better systems to collect and compare applicant progression and demographics. Progress:
  - Collaborated with VP-GEFD and Associate Deans to define “firm offer” in a consistent way
  - Started conversations to have more units adopt an existing application portal. Hard to get traction.

- Some colleges made offers to female faculty but could not convert to new hires. Recommended survey to see if root causes can be identified. Progress:
  - VP-GEFD interested, method and budget need to be identified
Highlights from Collective Progress following 2015 Recommendations

- Climate data shows lack of collegiality is a concern. Progress:
  - Organized Bullying, Incivility, and Lack of Collegiality Workshop featuring OID staff
  - Participant responses show a need for guidance and support in cases of such behavior
OTHER 2015-2016 ADVANCE INITIATIVES AND INVOLVEMENT
Diversity Symposium

- Seventh Annual Diversity Symposium held by Institute Diversity.
- Several ADVANCE professors served as panelists, and ADVANCE Professor Ross served as moderator.

2015 Diversity Symposium Introduction and Panels
President’s Listening Sessions

- Focus on gender diversity.
- Open to all students, faculty, and staff.
- ADVANCE Professor Toktay co-organized and summarized faculty sessions.
- One immediate impact is that the Strategic Planning Advisory Group (SPAG) RFP includes language about diversity, consistent with the Strategic Plan.
- 11 Gender Equity Initiatives came out of this process under Lynn Durham’s leadership on the President’s behalf.
SPAG Proposal on Diversity and Inclusion  FUNDED

- Overarching goals
  - Create awareness about diversity and inclusion
  - Cultivate a network of ambassadors
  - Create an environment in which people feel safe, comfortable, and empowered to discuss diversity and inclusion

- Proposed initiatives
  - Diversity and Inclusion Councils in each College
  - Fellows/Ambassadors Program
  - Personal Narrative Library (modeled after NPR’s StoryCorps).
Campus-wide ADVANCE Networking Lunches

- Women faculty participation throughout Georgia Tech.
- Twice per semester.
- Discuss data and findings about diversity and inclusion at Georgia Tech.
- Explore cross-college networking, research and collaboration opportunities.
Communications Training Event

- Campus-wide interactive workshop.
- Experts from Institute Communications.
- Topics: interviews with journalists (print, radio, TV, and web) and writing op-eds

ADVANCE Workshop, “Being Media Savvy about Your Research”
DATA-BASED DECISION MAKING AND ACCOUNTABILITY

DATA FROM DEANS’ REPORTS
% Full Professors who hold Chairs (by Gender)

**Fall 2015**
- CoS: 14%
- CoE: 28%
- CoC: 15%

**Fall 2016**
- CoS: 17%
- CoE: 30%
- CoC: 21%

**Legend**
- CoS: Computer Science
- CoE: Engineering
- CoC: Communications
% Full Professors who hold Chairs (by Gender)

Fall 2015

- CoB: 83%
- IAC: 10%
- CoD: 15%

Fall 2016

- CoB: 80%
- IAC: 13%
- CoD: 9%

CoB: 40%
IAC: 14%
CoD: 33%
% Tenured Professors who hold Professorships (by Gender) Fall 2016

Note: CoS data may be incomplete
FACULTY HIRING AND RETENTION DATA BY COLLEGE
Departures from Tenure-Track Positions, 2015-16

Tenure-Track Faculty Departures, 2015-16

<table>
<thead>
<tr>
<th>Department</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>COB</td>
<td>0</td>
</tr>
<tr>
<td>COC</td>
<td>4</td>
</tr>
<tr>
<td>COD</td>
<td>3</td>
</tr>
<tr>
<td>COE</td>
<td>18</td>
</tr>
<tr>
<td>COS</td>
<td>9</td>
</tr>
<tr>
<td>IAC</td>
<td>3</td>
</tr>
</tbody>
</table>

**COB:** Business; **COC:** Computing; **IAC:** Ivan Allen; **COS:** Science; **COE:** Engineering; **COD:** Design

Women | Men
---|---

0% | 100%
20% | 80%
40% | 60%
60% | 40%
80% | 20%
100% |
Faculty Retentions, 2015-16

13 Women had retention cases and 10 were retained (76.9%).
21 Men had retention cases and 16 were retained (76.2%).

<table>
<thead>
<tr>
<th></th>
<th>Women Successful Retention</th>
<th>Women Unsuccessful Retention</th>
<th>Men Successful Retention</th>
<th>Men Unsuccessful Retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>COB</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>COC</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>COD</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>COE</td>
<td>3</td>
<td>4</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>COS</td>
<td>4</td>
<td>5</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>IAC</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>10</td>
<td>16</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>
Use Data to Identify Trends and Fixable Leaks in the Hiring and P&T Progression

**ASSISTANT PROFESSORS**

- **Assistant Professor**
  - URM vs. Non-URM new hires
  - **Women**
    - URM: 9 (90%)
    - Non-URM: 1 (10%)
  - **Men**
    - URM: 28 (93%)
    - Non-URM: 2 (7%)

*Only one year of data, as reported from Colleges
** URM is defined as men or women of the following ethnicities: African American, Hispanic, Latino/a or Native American/Pacific Islander.*
Hiring – Scheller College of Business, 2015-16

### Final Hiring

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>URM</th>
<th>0</th>
<th>Men</th>
<th>URM</th>
<th>0</th>
<th>Men Non-URM</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>9</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>69%</td>
<td>33%</td>
<td>67%</td>
<td>31%</td>
<td>33%</td>
<td>67%</td>
<td>33%</td>
<td></td>
</tr>
</tbody>
</table>

*URM is defined as men or women of the following ethnicities: African American, Hispanic, Latino/a or Native American/Pacific Islander.*
Hiring – College of Computing, 2015-16

ALL FACULTY

Campus Interview

- Women: 9 (24%)
- Men: 29 (76%)

Offer Given

- Women: 3 (19%)
- Men: 13 (81%)

Offer Accepted

- Women: 0 (25%)
- Men: 3 (75%)

FINAL HIRING

<table>
<thead>
<tr>
<th></th>
<th>Women URM</th>
<th>Women Non-URM</th>
<th>Men URM</th>
<th>Men Non-URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>URM</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

25
Hiring – College of Design, 2015-16

**ALL FACULTY**

Campus Interviews: 2 Women (13%), 13 Men (87%)

Offers Given: 2 Women (67%), 1 Men (33%)

Offers Accepted: 2 Women (67%), 1 Men (33%)

**FINAL HIRING**

<table>
<thead>
<tr>
<th>Women</th>
<th>Women Non-URM</th>
<th>Men</th>
<th>Men Non-URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 URM</td>
<td>1 URM</td>
<td>0 URM</td>
<td>2 Non-URM</td>
</tr>
</tbody>
</table>
Hiring – College of Engineering, 2015-16

**ALL FACULTY**

**Campus Interviews**
- 14 Women (25%)
- 42 Men (75%)

**Offers Accepted**
- 2 Women (14%)
- 12 Men (86%)

Offers not tracked

**FINAL HIRING**

<table>
<thead>
<tr>
<th></th>
<th>Women URM</th>
<th>Women Non-URM</th>
<th>Men URM</th>
<th>Men Non-URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>URM</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Non-URM</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Hiring – College of Science, 2015-16

**All Faculty**

- **Campus Interviews**
  - Women: 24 (38%)
  - Men: 62%
  - Offers Given: 6 (55%)
  - Offers Accepted: 5 (45%)

**Final Hiring**

- Women URM: 0
- Women Non-URM: 2
- Men URM: 0
- Men Non-URM: 5

- Women: 2 (29%)
- Men: 5 (71%)

- Women URM: 0
- Women Non-URM: 2
- Men URM: 0
- Men Non-URM: 5
Hiring – Ivan Allen College, 2015-16

**All Faculty**

- **Campus Interview:**
  - Women: 14 (50%)
  - Men: 14 (50%)
- **Offer Given:**
  - Total: 29 (57%)
  - Women: 5 (38%)
  - Men: 8 (62%)
- **Offer Accepted:**
  - Total: 10 (50%)
  - Women: 5 (50%)
  - Men: 5 (50%)

**Final Hiring**

<table>
<thead>
<tr>
<th>Gender</th>
<th>URM</th>
<th>Non-URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Men</td>
<td>1</td>
<td>4</td>
</tr>
</tbody>
</table>

29
Hiring, All Colleges, 2015-16

**All Faculty**

- **Campus Interview**: 131 Women (69%) and 58 Men (31%)
  - Breakdown: 120 Women (63.6%) and 36 Men (18%) for Offers Accepted
- **Offer Given**: 41 Women (65%) and 22 Men (35%)
  - Breakdown: 30 Women (49.2%) and 11 Men (18%) for Offers Accepted

**Final Hiring**

<table>
<thead>
<tr>
<th>Gender</th>
<th>URM</th>
<th>Non-URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>Men</td>
<td>2</td>
<td>27</td>
</tr>
</tbody>
</table>

30
Hiring – All Colleges (2014-16)

**Assistant Professor**

- # of candidates interviewed: 238 (64%), 133 (36%)
- # of offers given: 82 (65%), 44 (35%)
- # of offers accepted: 41 (66%), 21 (34%)
- Change (Women as % Offers Accepted): 4%

**Associate Professor**

- # of candidates interviewed: 55 (79%), 15 (21%)
- # of offers given: 16 (80%), 4 (20%)
- # of offers accepted: 13 (87%), 2 (13%)
- Change: -2%

**Full Professor**

- # of candidates interviewed: 34 (76%), 11 (24%)
- # of offers given: 15 (79%), 4 (21%)
- # of offers accepted: 9 (75%), 3 (25%)
- Change: 11%
OBSERVATIONS
Many items we discussed have improved

Gender and equity are issues moving in a positive direction.

Female representation at the Professorship level comparable to male representation

Discussions have led to advancements and we have joint sponsorships and funding with other programs, initiatives and organizations.

URM % offers accepted increased over 2014-2016
RECOMMENDATIONS
Recommendations:

- Continue to be proactive about identifying and rewarding top research with chairs and professorships

- Continue to provide more leadership development opportunities for mid-career and senior faculty

- Move forward with exit survey to see if root causes can be identified to increase conversion rate of acceptances and reduce departures
Recommendations

- Improve application interfaces that allow us to easily collate data and enables independent data collection of socio-demographic information.
- Continue to collect hiring, retention and departure data to develop multi-year database.
- Continue ADVANCE working with Dr. Julie Ancis, Associate VPID, toward bias awareness workshops for hiring committees and expansion to RPT committees.
Recommendations

- **PROMISING PRACTICES**
  - Periodically conduct salary reviews that promote equity
  - Continue to conduct the GT Climate Survey of Faculty
  - Continue to stress transparency and equity in all processes
QUESTIONS / DISCUSSION