CREW 2018 Academic Year Report

May 7, 2019

RIT

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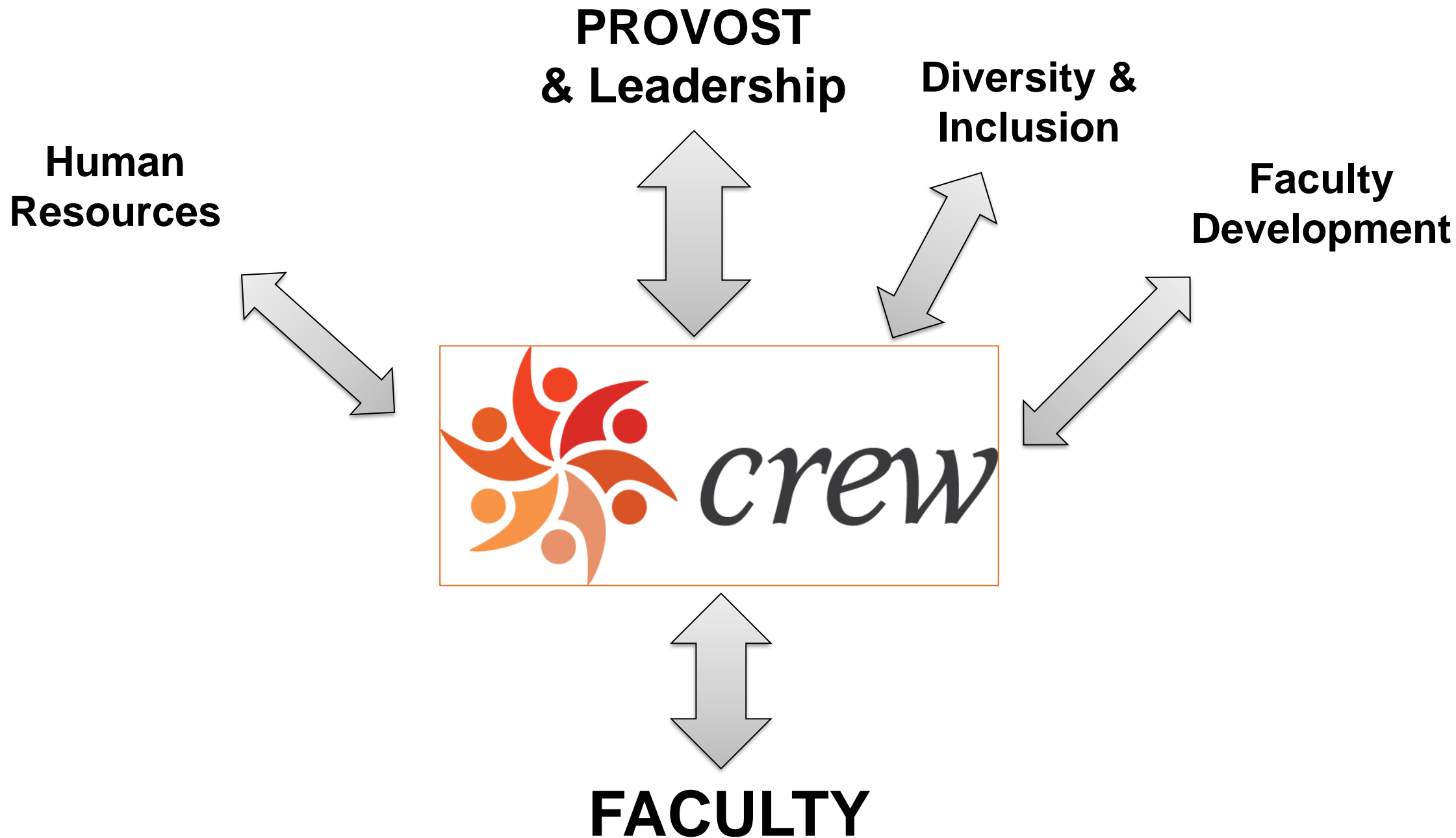Council for the Representation & Engagement of Women Faculty
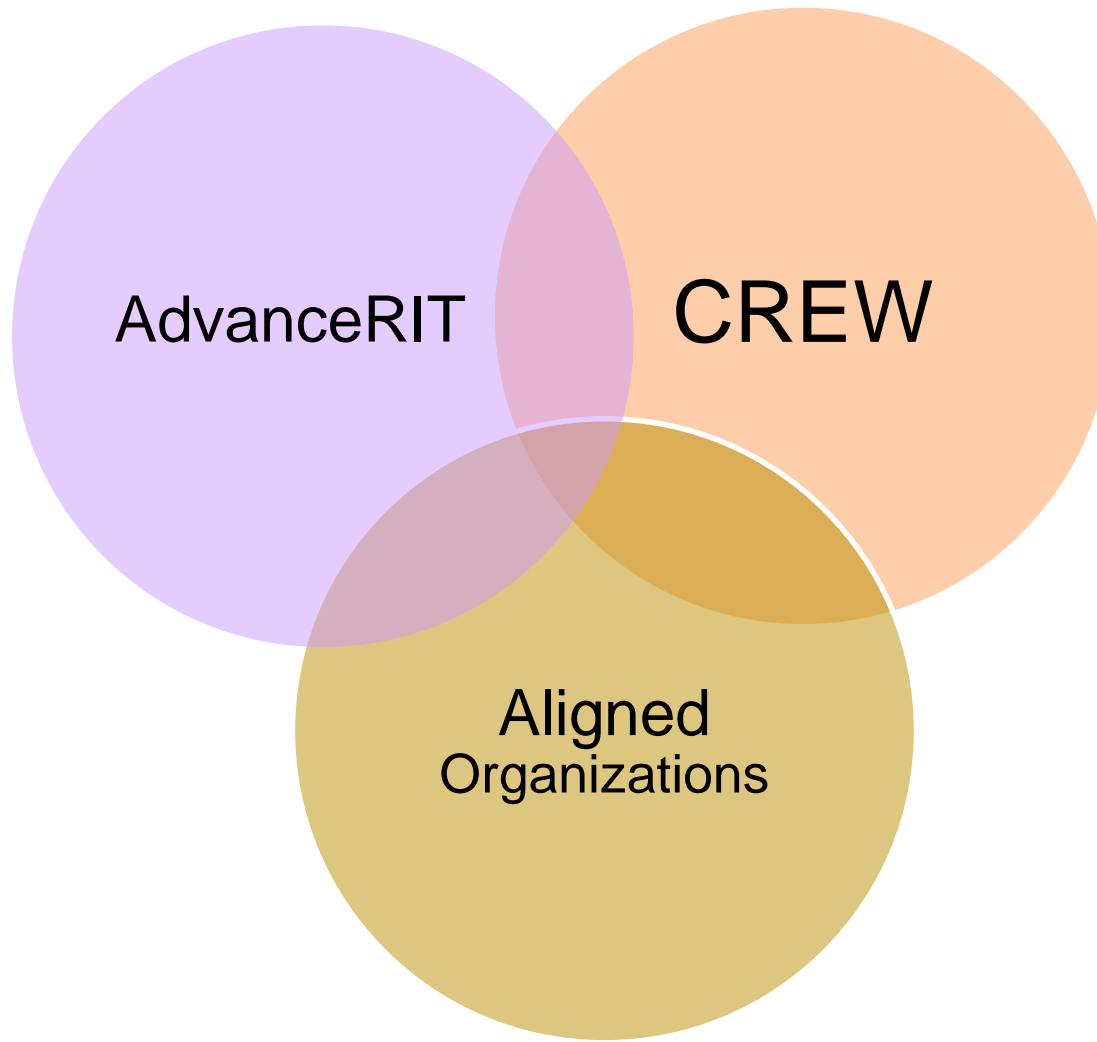
CREW 2018 Academic Year Report

AGENDA

- Goal for today's meeting
- Introductions
- Overview of CREW
  - Examples of Activities and Programming
- 2018AY Activities
- CREW Survey
- 2019 Plans

Recruiting, Retaining & Advancing Women Faculty at RIT

AdvanceRIT

CREW

Aligned Organizations

- Division of Diversity and Inclusion
- WISe
- Women & Gender Studies
- ILI/ Faculty Development
- Office for Faculty Recruitment

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CREW Activities

Recruitment & Onboarding

- Meet with Faculty Candidates
- Welcome new faculty: New Faculty Orientation, Welcome Email
- Welcome Networking Session with Advance
- Piloted a Cluster Mentoring initiative: "*CREW Teams*" in 2017

Retention & Advancement

- Roundtable discussions: COACHE data, NASEM report, career life at RIT, etc…
- Workshops to highlight best practices and address challenges
- Colloquium Series sponsored by AdvanceRIT
- Promote activities on campus utilizing CREW reps
- Piloted "CREW Connections" in 2018

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2018 (2017 AY)

- Decision to focus CREW efforts on its role as an advisory group to the Provost
  - Lack of funding to support programming efforts
  - Overlap with programming offered by different groups on campus
  - Continue to collaborate with these groups

Plan for 2018 AY

- Faculty survey
- Partner with affiliated organizations on programming

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2018 AY activities


- Programming
  - Networking events with Advance
  - 50/50 Colloquium
  - Roundtable Discussion: Advance Review of NASEM report on Sexual Harassment
  - Florence Hudson: Critical Factors for Success for Work, Life & Leadership-co-sponsored with Advance
- Meetings with Faculty Candidates
- CREW Survey
  - CREW developed a list of faculty challenges based on stories shared by faculty with CREW reps over the past four years
  - 258 respondents
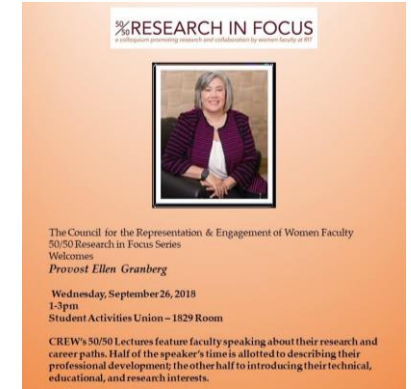
CREW has identified the following areas of concern for more research and possible recommendations for 2018-9.

Of the 7 areas of concern named, which THREE are most important, either to you personally or to the life of the institute?		
Workload equity	22.5%	174
Mentoring	15.8%	122
Opportunity hiring	13.3%	103
Post-tenure support	12.5%	97
Non-tenure-line support	12.4%	96
Family leave	11.9%	92
Pre-tenure support	11.6%	90

CREW Survey- Comments by Theme
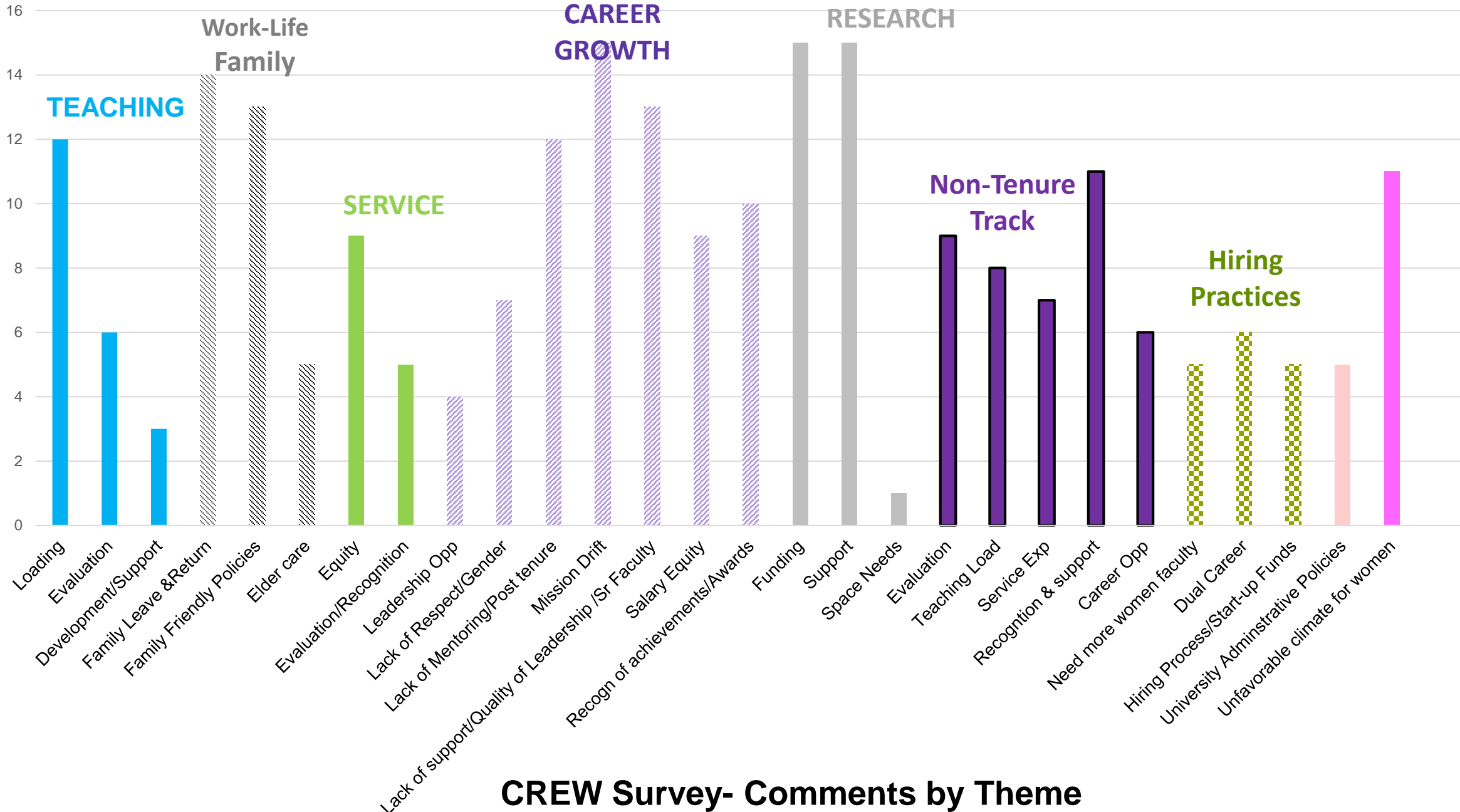
Workload Equity

- I don't think we can make any progress on any of these fronts without determining what kind of university we are aiming to be. How much support people need really depends on how much scholarship they are being asked to produce and at what level.

- Our models have never taken into account the more human aspects of what is possible or sustainable.

- It is nearly impossible to determine if we are providing enough support for …if we do not know who as an institution we are aiming to be;… there is likely nothing in it for me but more demands for doing more with less support, which is of course the rit way

- the higher up's push to have their people do more and more and more work with no compensation, relief of teaching load or thanks for going above and beyond.

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Family Leave/Family Friendly

- It is important that department heads receive guidance (and resources, like $) to hire coverage when a faculty member utilizes family leave. Otherwise, female faculty feel pressured not to use their leave, or colleagues left to cover their workload feel resentful.

- I have seen many cases of teaching overloads assigned to women returning from (or before) maternity leave.

- It and a source of our poor retention of women faulty. ….certain colleges/chairs PUNISH women for maternity, but forcing us to "make up" classes missed during leave, i.e., to teach double loads upon return from leave.

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CREW 2019 Initiatives

- **Family Leave**
  - Timely as NY state policies changed in 2018
  - Desired Outcomes
    - Better understanding of practices and challenges
    - Department Chair Training and Accountability
    - Easily accessed web based resources for faculty and chairs
  - REQUEST: Endorsement to collaborate with HR

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CREW 2019 Initiatives

- **COACHE Survey**
  - COACHE survey results expected summer 2019
  - Desired Outcomes
    - Understanding of areas of focus for CREW moving forward
    - Ensure data analysis includes gender and ethnicity with effect size difference
    - Ability to communicate results with constituents

  - REQUEST: Endorsement to have access to COACHE data; particularly data analyzed by gender.