

Towards a Diverse Faculty of Science at UBC

Science is best advanced by drawing upon the full spectrum of talent. Achieving a diverse Faculty of Science is essential to achieving our science education and research goals. Transforming our academic structures and processes to eliminate gender bias requires leadership and a deep commitment from all of us.

2007 – UBC Science Working Climate Report

2008 – External Review of Plan to Support a Diverse Faculty

See www.science.ubc.ca/faculty/diversity



2007 UBC Science Working Climate Report

Key Recommendations:

1. Associate Dean for Faculty Affairs + FoS committee
2. Develop transparent and equitable policies and procedures for: hiring, promotion, retention, awards, and merit review
3. Establish mentoring programs to maximize potential and promote effective leadership
4. Clarify distribution of resources
5. Improve access to childcare, housing costs, leave, and retirement options



Major Strategies

Associate Dean for Faculty Affairs and Strategic Initiatives -
Anne Condon (2007-2010), Vanessa Auld (2010-)

FoS Faculty Affairs Committee:

Faculty of Science *principles* (workshops) → Department *policies*:

- (1) research support during maternity/parental leaves
- (2) teaching reductions
- (3) mentoring

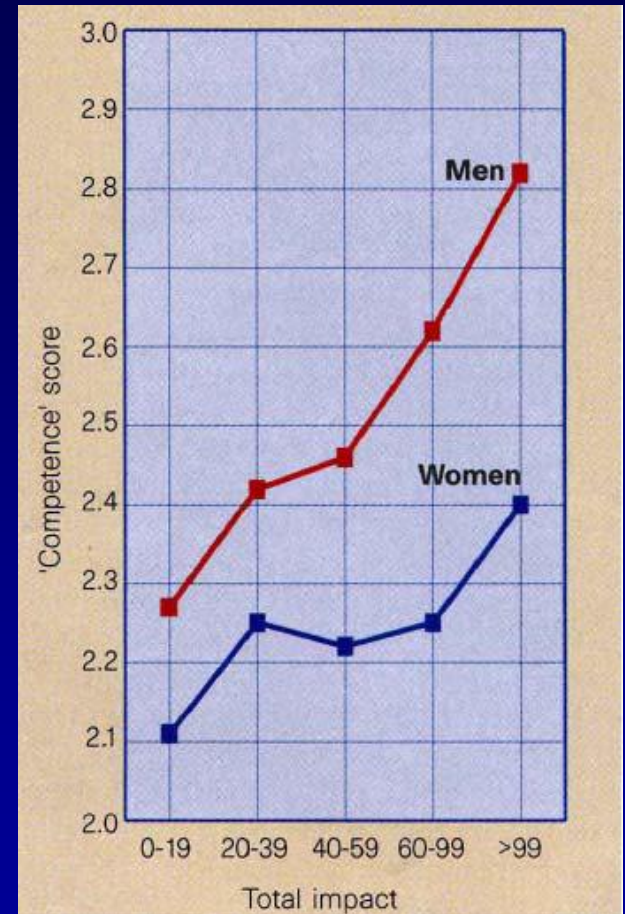
Increased Dean's office oversight of faculty hiring:

- (1) search plan, including proactive recruitment of candidates and a diverse hiring committee
- (2) advertisements to encourage broad searches
- (3) educate committees regarding gender bias (one pager)
- (4) applicant pool and short lists
- (5) all faculty candidates interview with Dean/Associate Dean



Gender Bias in Peer Review of Faculty

1. Letters of recommendation for women differ systematically from those of men.
2. Evaluations of academic CVs can be influenced by gender.
3. Perceptions of scientific productivity can be influenced by gender.

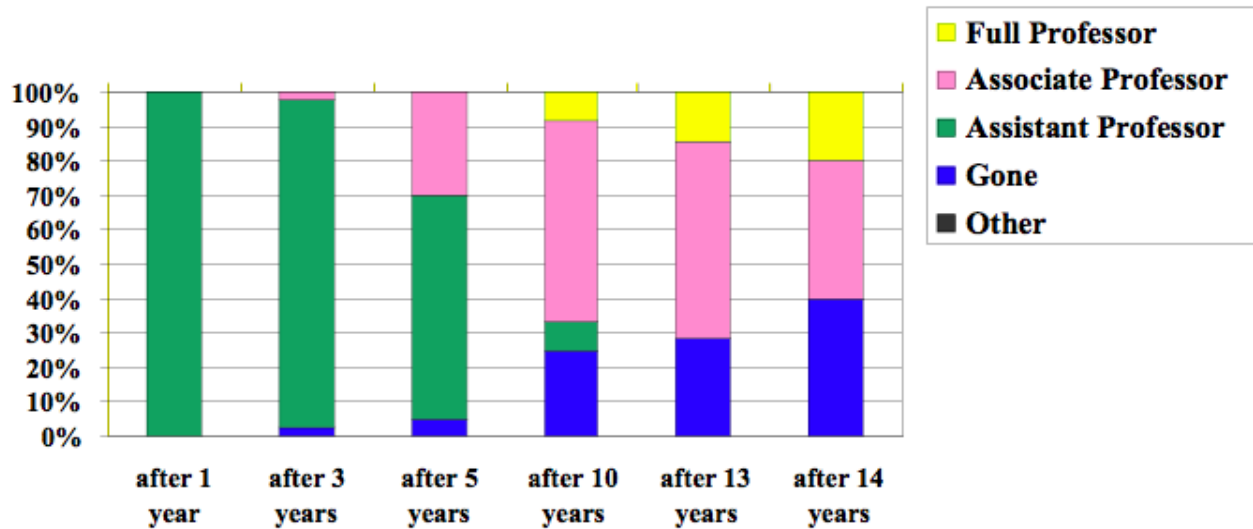


Wenneras and Wold (1997, Nature)

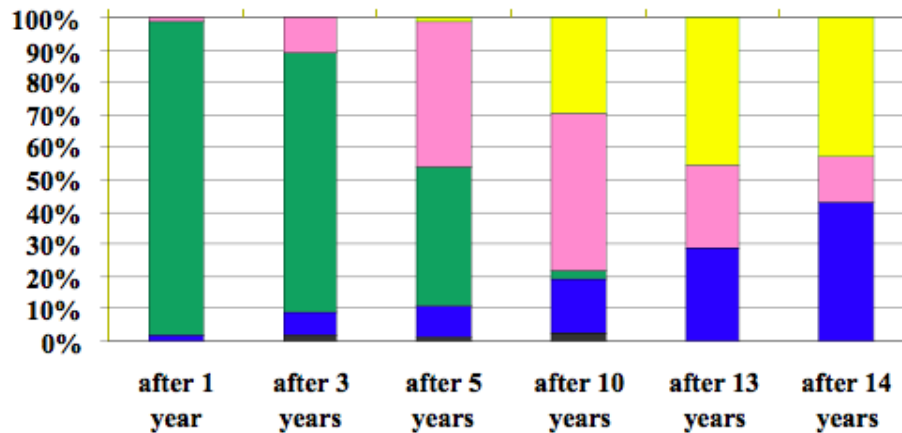


FoS Faculty cohorts: 1992-2006

Promotion of FoS 1992-2006 faculty cohort: Female



Promotion of FoS 1992-2006 faculty cohort: Male



Review of Associate Professors

We meet annually with each Department Head to review all Associate Professors who had been in rank > 6 years

Goals:

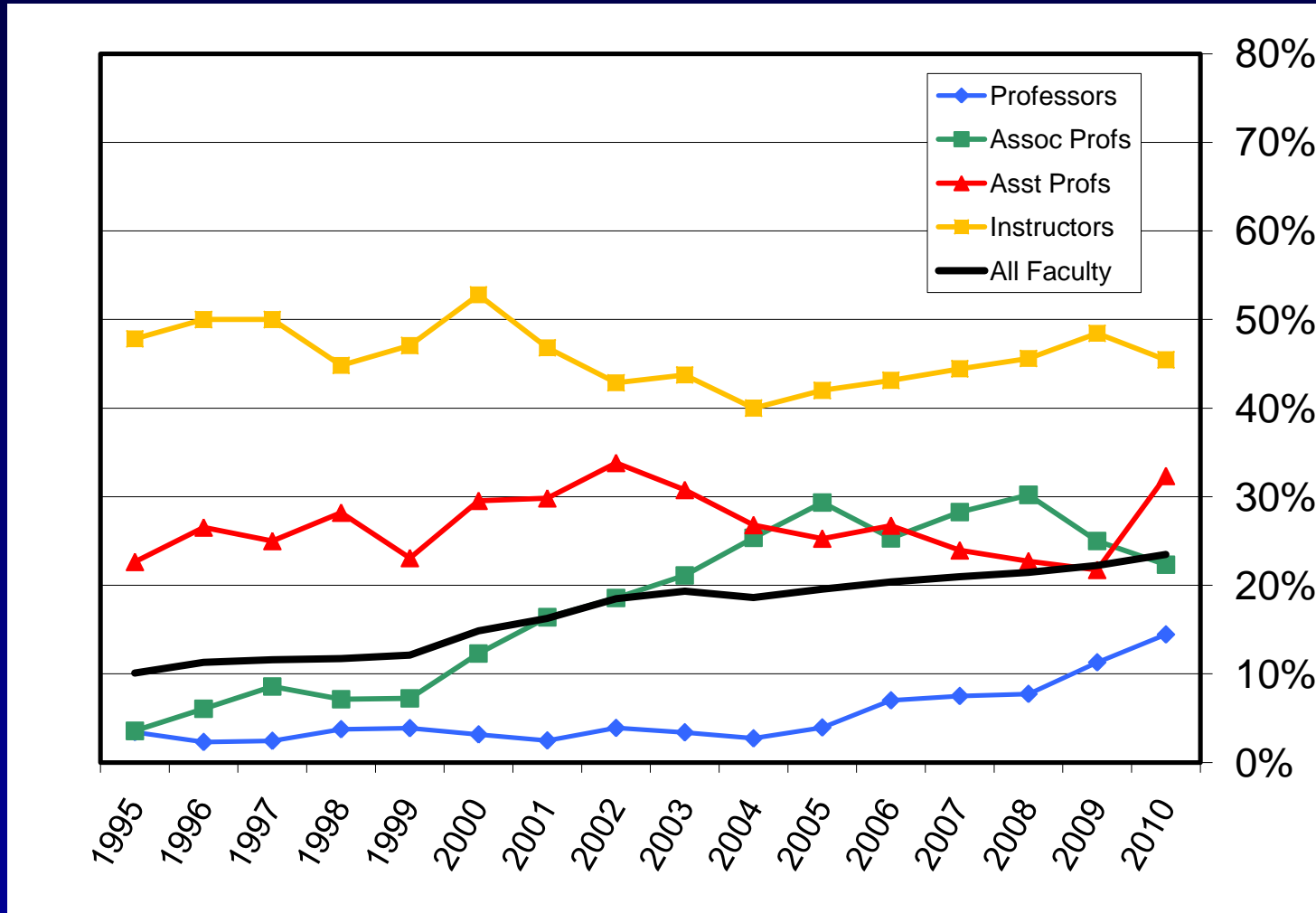
- (1) understand possible reasons for observed time lag for women being promoted from Associate Professor to Full Professor
- (2) explore strategies to help every Associate Professor succeed

Not surprisingly, each individual case is different. Some reasons that have arisen more than once:

- bitterness lingering from difficult tenure case
- health issues
- family issues
- cautiousness



Percentage of Women, UBC Faculty of Science



Women as % of total faculty: 10% in 1995 → 23.5% in 2010

Female full profs: 6 in 1995 → 6 in 2005 → 26 in 2010

Science Leadership Positions

Table 1: Numbers of faculty members in senior administration position: 1995-2005

		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Dean / Associate Dean (FoS)	Female	1	2	2	2	2	1	1	0	0	0	0
	Male	4	3	3	2	3	4	3	4	4	5	4
Dept. Head	Female	0	0	0	0	0	0	0	0	0	0	0
	Male	12	9	10	9	9	9	10	9	8	9	9

2010

1

4

3

6



Ongoing concerns

Partner accommodations to support dual-career academics

Prestigious faculty appointments (e.g., CERCs) tend to be male

“Pipeline” narrows at different points in different disciplines

Computer Science, Physics – pre-university stages

Life Sciences – post-doc, asst professor stages

→ We need to make the *reality* of careers in science and engineering attractive to both women and men

→ We need to continue to understand and educate ourselves about gender bias



End



FACULTY OF SCIENCE