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Faculty Diversity, Development and Equity Committee Annual Report Spring 2017

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FDDE Charge:

The duties of the Faculty Diversity, Development, and Equity Committee are to: (1) collect data and identify and promote best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels; (2) provide feedback and advocate processes for faculty recruitment, promotion, and retention that promote diversity, fair pay standards and work/life balance for the faculty; (3) report on the status of faculty development, mentoring, diversity, and equity; and (4) make recommendations for implementation of proposals related to faculty diversity, development, and equity.

Faculty dynamics between 2008 and 2014

1. Findings related to Gender across STEM and Non-STEM Colleges

Source: AAA faculty census data for 2008 and 2014 (Logan Main Campus)

- In 2008 and 2014, the total number of Tenured and Tenure-Track (T & TT) faculty in the STEM colleges (CAAS, QCNR, Science, Engineering) was 326 (both years); in non-STEM colleges (BUS, EDUC, HASS/CHSS&ARTS, LIBR) the number increased only slightly from 376 (2008) to 381 (2014).
- In STEM Colleges, women are still largely underrepresented across T & TT positions, with the proportion of women faculty increasing from 19% (2008) to 23% (2014); especially in the highest ranks (full professor) the number of women faculty has doubled from 3 to 6% between 2008 and 2014 (Figure 1).
- The proportion of women among T & TT faculty is better for non-STEM colleges, with women accounting for ~ 40 % of all faculty in both census years. (Figure 2)
- These AAA census snapshots for 2008 and 2014, at first sight might suggest stability in the faculty ranks. They do not provide an accurate depiction of the faculty dynamics between 2008 and 2014, particularly the rates of promotions, and retention vs departures of the faculty.

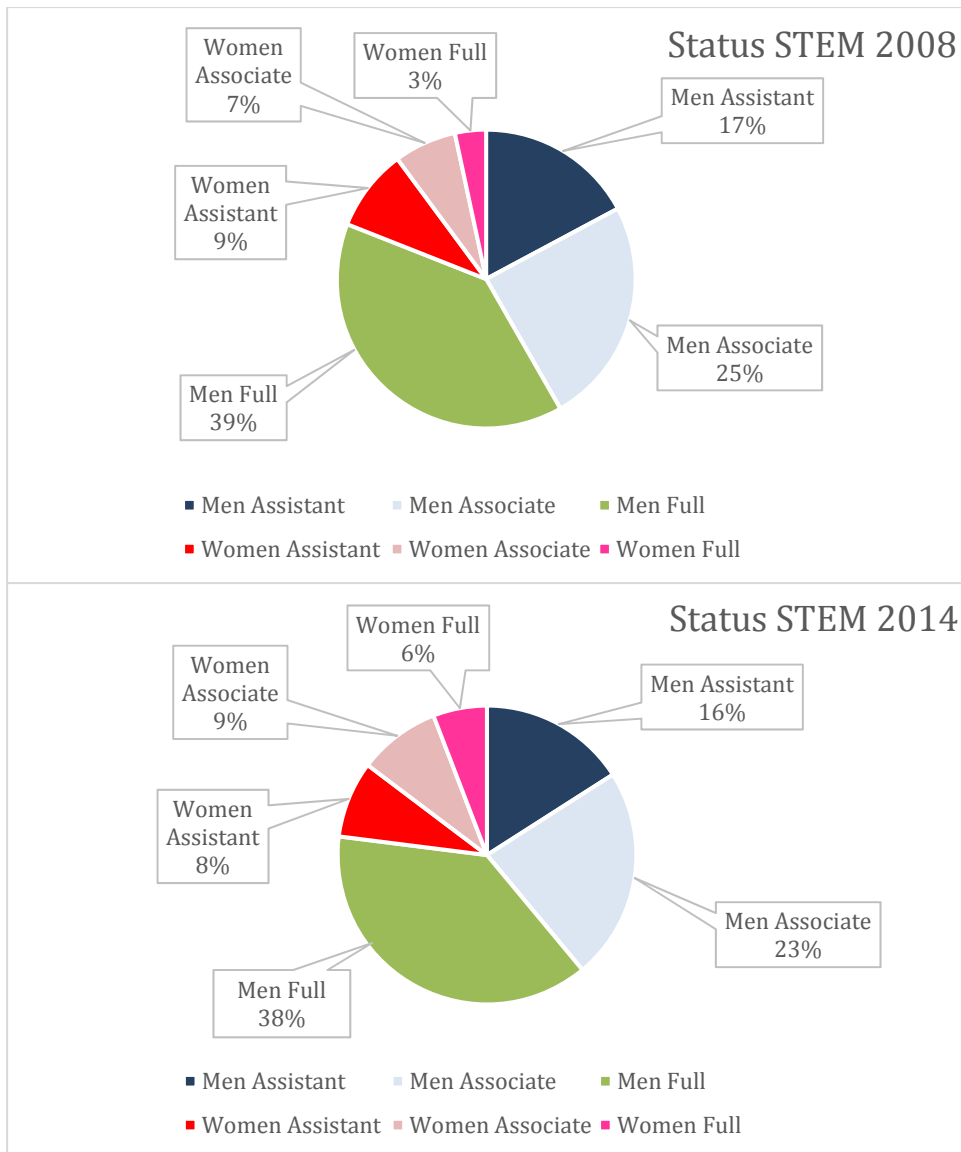


Figure 1. Relative distribution of Tenure-track and tenured faculty by gender and rank in the STEM colleges in 2008 and 2014

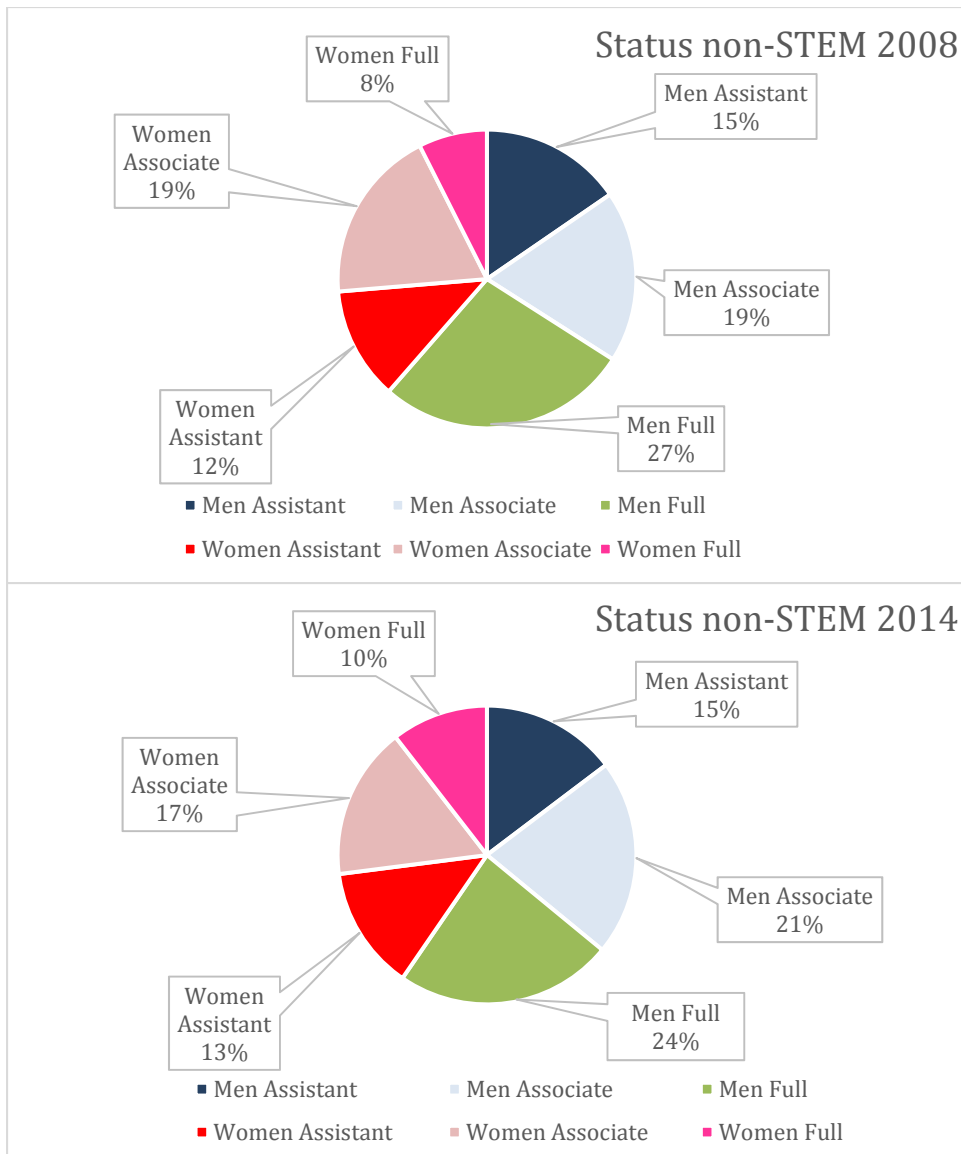


Figure 2. Relative distribution of Tenure-track and tenured faculty by gender and rank in the non-STEM colleges in 2008 and 2014

2. Loss and retention between 2008 and 2014 by gender and faculty rank across STEM and non-STEM Colleges

Source: AAA faculty linked census data for 2008 and 2014 (Logan Main Campus). This data set prepared by AAA followed individual data records from 2008 to 2014 census. In addition to basic college affiliation and demographic data (gender, minority status, faculty rank), AAA also provided information on date and rank at hire, as well as dates of tenure and promotion. Faculty who appeared in 2008 census but not in 2014 census were assumed to have left; those who were in 2014 census but not in 2008 census were categorized as new hires in faculty ranks.

- There is considerable turnover in all faculty ranks, irrespective of gender or college (STEM vs non-STEM) (Figure 3 &4).
- A little over **30% of all faculty** that were in the 2008 census had left USU by 2014 (29% for STEM colleges, 33% for non-STEM colleges)
- Attrition rates were highest among the **assistant professors**, where overall **39%** of the faculty who were assistant professors in 2008 were no longer affiliated with USU in 2014 (42% for STEM; 37% for non-STEM colleges). Attrition of women assistant professors was slightly higher than for men in STEM colleges (45% for women vs 41% for men), while in non-STEM colleges the pattern was reversed (35% for women vs 38 % for men)
- Attrition continued among the associate professors, where almost a quarter of all associate professors (59 out of 243 associate professors, 24%) in the 2008 census had left USU by 2014 (22% for STEM; 26% for non-STEM colleges). Attrition of women associate professors was higher than for men in non-STEM colleges (30% for women vs 23% for men), while in STEM colleges the pattern was reversed (14% for women vs 24 % for men)
- There were gender differences in the career stage where attrition occurred. Men predominantly left USU at full professor rank (51% of total male faculty attrition in STEM; 47% in non-STEM colleges), likely reflecting retirement as the main reason for this pattern. In addition, for men, attrition was fairly similar albeit slightly higher for assistant than associate professors (respectively 29% vs 24 % of male faculty attrition in STEM colleges; 28% vs 21 % in non-STEM colleges)
- For women faculty, attrition occurred predominantly at ranks below full professor (94% of total female faculty attrition in STEM; 79% in non-STEM), with patterns diverging among STEM vs non-STEM colleges. In the STEM colleges, major faculty losses occurred at the assistant professor level (13 out of 17 or 76% of total female faculty attrition in STEM). In non-STEM colleges, greatest losses of female faculty occurred at the associate faculty rank (21 out of 47 or 45% of total female faculty attrition in non-STEM)

- This data further complements and confirms the attrition rates reported in last year's FDDE report for new hires between 2008 and 2014. That data indicated an overall attrition rate of 16% for male and 21% for female faculty hired during that time period. Specifically faculty losses were as follows for recent hires (by hire year and gender):

AY 2008-2009:	40% of men	46 % of women
AY 2009-2010	20% of men	29% of women
AY 2010-2011	18% of men	25% of women
AY 2011-2012	13% of men	17% of women
AY 2012-2013	3% of men	12% of women

- While the data presented in this report does not allow us to ascertain the exact reasons for leaving, it is clear from the steady loss of faculty (even among the recent hires) that neither the tenure and promotion process nor retirement are the sole reason for the observed faculty attrition.
- While female faculty seem particularly vulnerable at the early career stages in STEM, midcareer attrition losses (at the associate professor rank) are also considerable for both men and women, but especially for women faculty in the non-STEM colleges.
- Recommendation: Ascertain reasons for leaving through post-separation surveys or interviews.

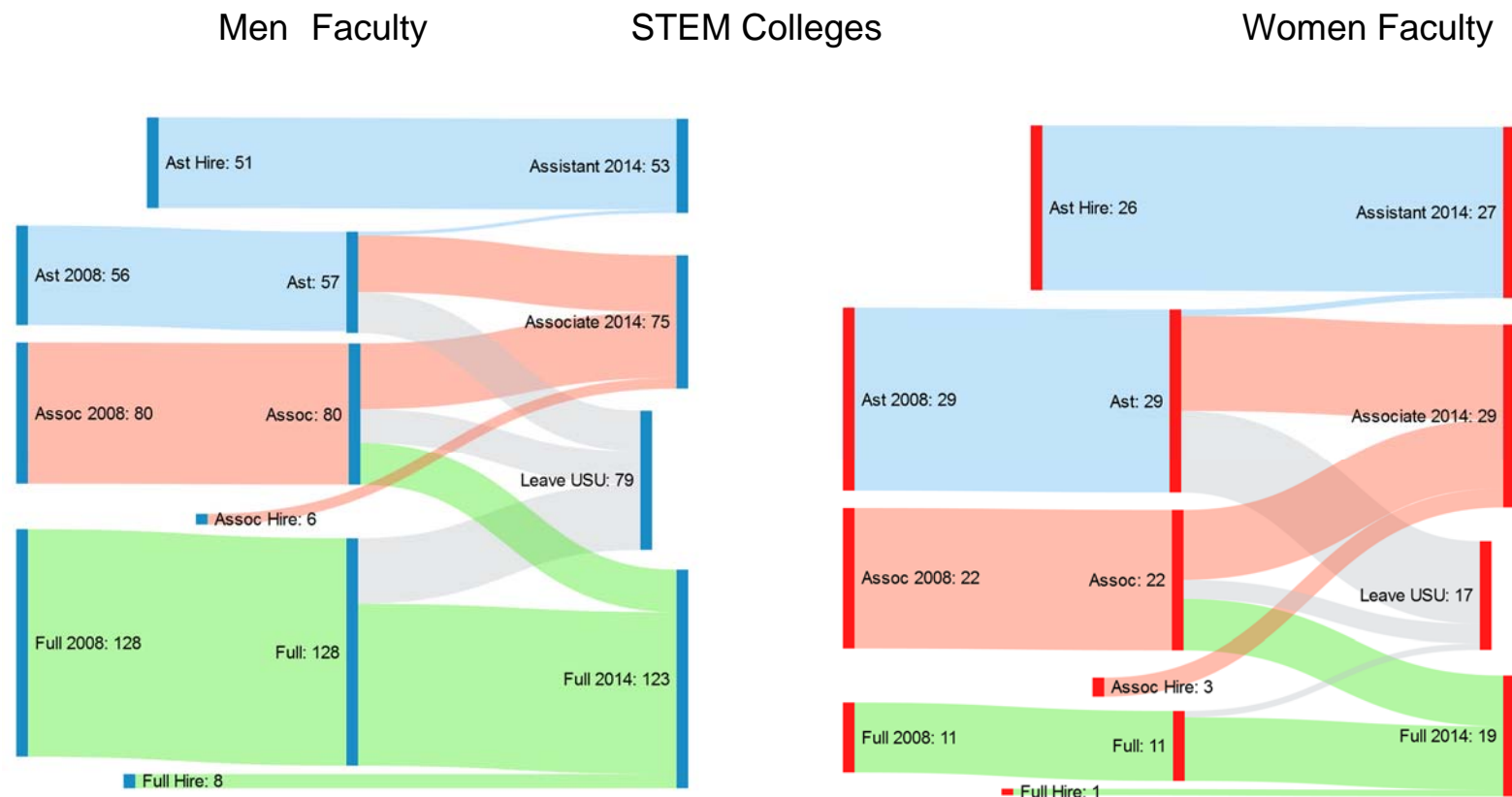


Figure 3. Status change for male (left) and female (right) faculty in STEM colleges between 2008 and 2014 for Assistant Professors (blue), Associate Professors (tan), and Full Professor (green); Color change between 2008 and 2014 indicates either tenure and promotion (blue to tan); promotion (tan to green) or faculty leaving USU (grey).

Men Associate (tan): of 80 Associate professor in 2008, 24 (30%, green) were promoted to full professor, 19 (24%, grey) left, and 37 (46%, tan) stayed in rank; adding 6 new hires and promotion of 32 assistant profs brings total associate professors to 75 in 2014.

Women Associate (tan): of 22 Associate professor in 2008, 8 (36%, green) were promoted to full professor, 3 (14%, grey) left; and 11 (50%, tan) stayed in rank; adding 3 new hires and promotion of 15 assistant profs brings total associate professors to 29 in 2014.

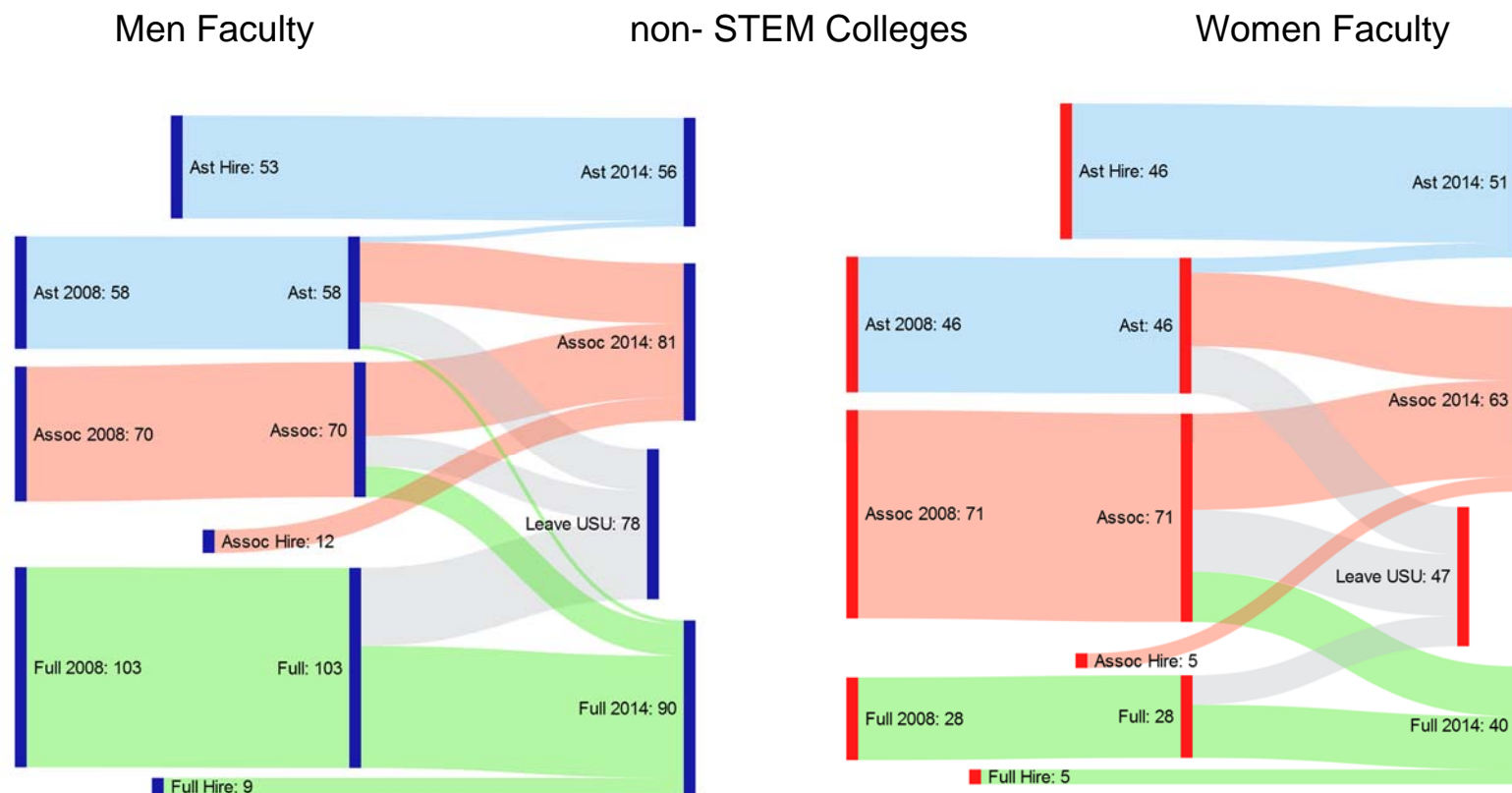


Figure 4. Status change for male (left) and female (right) faculty in non-STEM colleges between 2008 and 2014 for Assistant Professors (blue), Associate Professors (tan), and Full Professor (green); Color change between 2008 and 2014 indicates either tenure and promotion (blue to tan); promotion (tan to green) or faculty leaving USU (grey).

Men Associate (tan): of 70 Associate professor in 2008, 16 (23%, green) were promoted to full professor, 16 (23%, grey) left, and 38 (54%, tan) stayed in rank; adding 12 new hires and promotion of 31 assistant profs brings total associate professors to 81 in 2014.

Women Associate (tan): of 71 Associate professor in 2008, 17 (24%, green) were promoted to full professor, 21 (30%, grey) left; and 33 (46%, tan) stayed in rank, with 5 new hires and promotion of 25 assistant profs brings total associate professors to 63 in 2014