

CWRU IDEAL-N Team

Diana Bilimoria
Heather Burton
Donna Davis Reddix
Sarah de Swart
Don Feke
Susan Freimark
Sue Hinze
Sophie Jané
Colette Ngana
Clare Rimnac
Lynn Singer

Major Projects 2018-19

- CSE School of Engineering
 - Women Faculty Forums
- Gender Equity Index
- Faculty Climate Survey
Gender Analyses

Case School of Engineering – Women Faculty Forums



- *Facilitated by Professor Clare Rimnac and IDEAL-N Project Director Heather Burton*

Date	Topics Discussed
October 2, 2018	A conversation with ACES+ Distinguished Lectures Speaker, Mary Beth Hueste, Civil Engineering, Texas A&M
February 14, 2019	Meet the new CSE Dean Balakrishnan
February 26, 2019	University Strategic Plan discussion with CSE "Thinkers" representatives

Outcomes

- Follow up by Professor Rimnac with Dean or University Administration on concerns raised
- Engagement/coordination with University-wide Faculty Development programs

Outgrowths

- Rimnac incorporated into the CSE Leadership Committee to sustain on-going inclusion and diversity efforts
- CSE leadership commitment to engagement in inclusion and diversity leadership development – e.g., upcoming GenderSpeak Workshop at CWRU

Gender Equity Index (GEI)



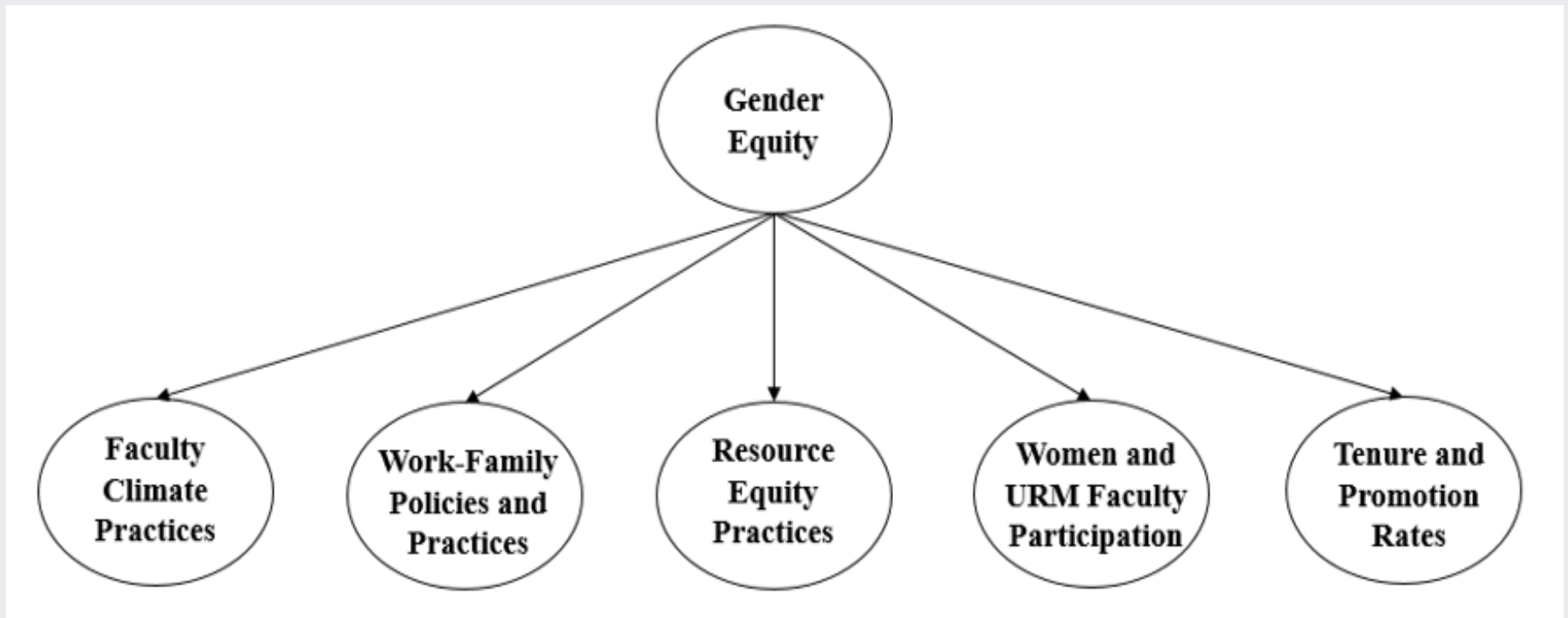
“Measuring Diversity and Inclusion in Institutions of Higher Education: Developing a Gender Equity Index”

Diana Bilimoria and Sophie Jané

Study Objectives

1. Develop and validate an index of gender equity at the university level
2. Provide a benchmark for participating universities to measure progress in gender equity over time
3. Empirically test a multidimensional conceptual model of gender equity at the organizational level

GEI Conceptual Model



Bilimoria & Jané 2017

Gender Equity Index



Sample Items

Does your University provide regular, ongoing diversity and inclusion training for faculty and administrators?

- Yes
- No

Does your University record the number of women and underrepresented minority (URM) faculty who are invited to visit the University as distinguished visiting lecturers or scholars?

- Yes
- No

Does your University have a formal policy for extending the pre-tenure time period, due to the birth/adoption of a child?

- Yes
- No

GEI Study Methods



Pilot Study (2017)

- ($N=6$) IDEAL-N Consortium
- Index administered via Qualtrics
- Findings and benchmark data manually calculated

Secondary Study (2018)

- ($N=16$) IDEAL-N & non IDEAL-N
- Index administered via GEI website
- Findings and benchmark data automatically generated

Gender Equity Index Create Account Log in

Welcome to the *Gender Equity Index* website!

The Gender Equity Index (GEI) is part of an ongoing research study to understand and measure gender equity in U.S. universities and colleges.

The GEI provides a score for university-level gender equity which may be tracked over time or benchmarked against other institutions of higher education. Benchmark data is provided for peer institutions across the following five dimensions: Carnegie classification, institution size, institution sector, geographic location and union designation.

The index is designed and developed by Diana Bilimoria and Sophie Jané at Case Western Reserve University's [Institutions Developing Excellence in Academic Leadership - National \(IDEAL-N\)](#) program and is supported by the National Science Foundation's (NSF's) [ADVANCE initiative](#).

Any opinions, findings, conclusions or recommendations expressed on this website are those of the researchers and do not necessarily reflect the views of NSF.

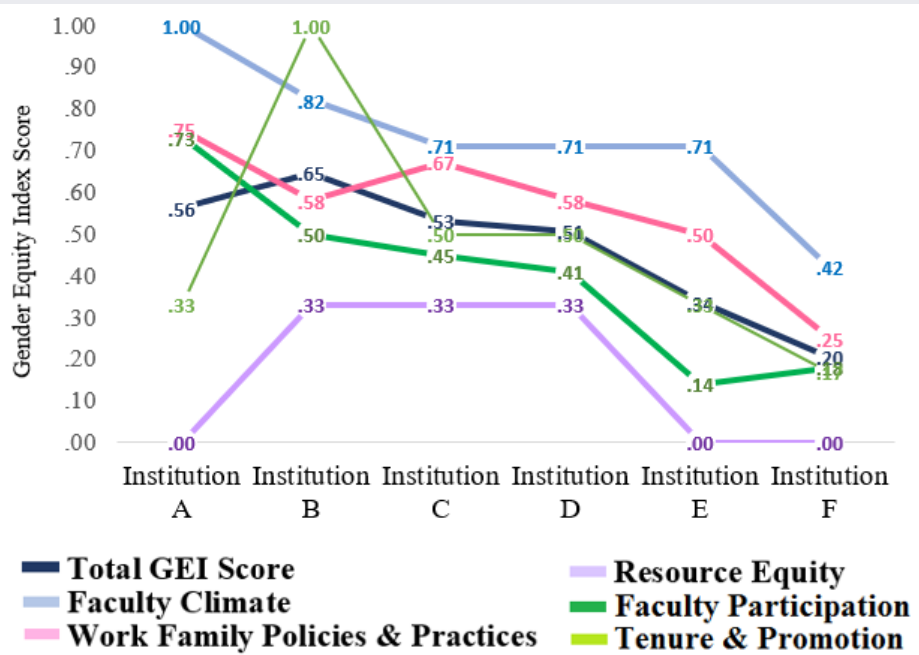
The GEI comprises of five factors, *Faculty Climate*, *Work Family Policies and Practices*, *Resource Equity*, *Women and Underrepresented Minority Faculty Participation*, and *Tenure and Promotion*. You can download the [questions included in the GEI](#) for reference while gathering data.

Unlike faculty climate surveys conducted on higher education campuses where each faculty member in an institution is surveyed, the GEI is designed to be completed by a senior administrative leader or small team representing their institution. It may be necessary to request information for some of the survey items from individuals in different offices on your campus, so please plan accordingly to ensure that you have enough time to complete the survey, as incomplete surveys will result in a lower GEI score. To submit the survey as complete, an institution must respond to 90% of the questions.

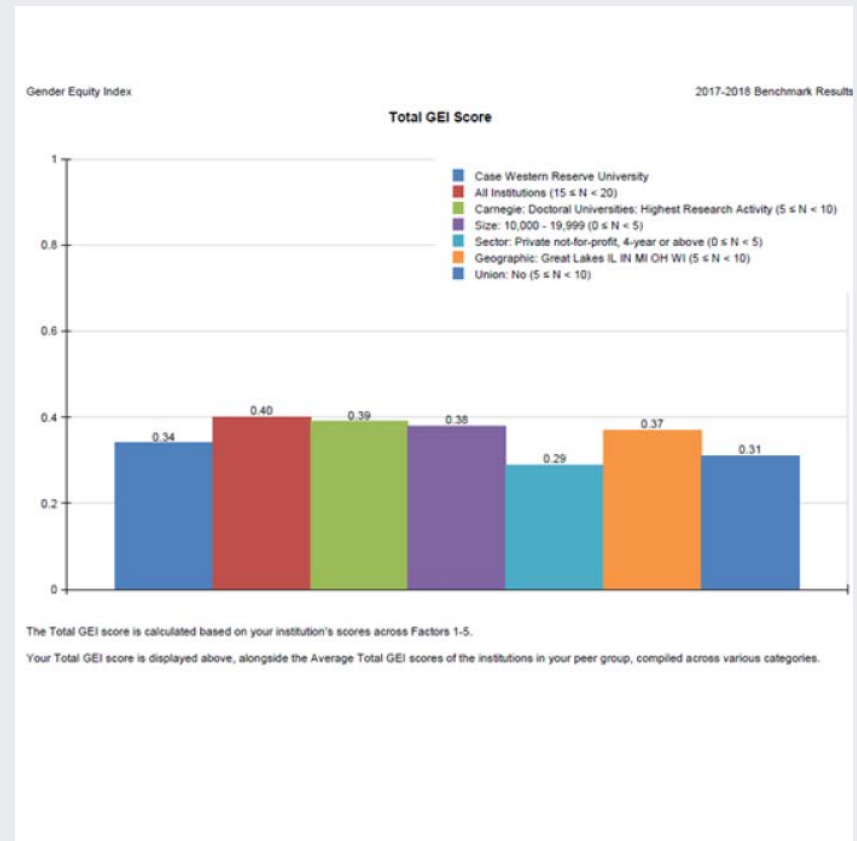
GEI Study Findings



Pilot Study Findings



Secondary Study Findings



GEI Study Summary



- On average, Factor 1-Faculty Climate, had the highest factor score (*Pilot Study Mean = .72, S.D = .21, Secondary Study Mean = .60, S.D = .18*)
- The lowest factor score average arose from Factor 3-Resource Equity, (*Pilot Study Mean = .20, S.D = .16, Secondary Study Mean = .10, S.D = .12*)
- The results demonstrated continuity across both studies and reveal that overall, institutions perform higher with regards to the culture of the institution than the resources provided to women faculty and URM faculty.
- The Total GEI score in the secondary study ranged from .63 to .20, representing significant variance across the sample and indicating that gender equity is a valuable construct worth studying.
- In order to develop the GEI further, we are discussing the GEI and its institutionalization with Dr. Shirley Malcolm of AAAS SEA Change.

Gender Differences in Faculty Satisfaction (All Disciplines)



Greater Satisfaction	Women	Male
More Likely to come to CWRU Again	60%	54%
Benefits	78%	65%
Research Staff	67%	61%
Graduate Students	70%	62%
Committee Work	54%	49%
Supports Available for Research	42%	37%
Start Up Packages	41%	39%

Gender Differences in Faculty Satisfaction (All Disciplines)



Less Satisfaction	Women	Male
Had to work harder to be recognized	46%	31%
Less likely to say that the climate for women was positive	55%	70%
Less likely to say that the climate for minorities was positive	50%	61%
Lab Space	54%	57%
Opportunities to Collaborate	51%	61%
Department Chairs-perceive him/her as evenhanded	58%	67%
Department Chairs-handling disputes	52%	59%
Department Chairs-Supportive of Cutting Edge Research	53%	62%

Gender Differences in Faculty Satisfaction (Schools)



Social Sciences Limited Differences Except	Women	Male
Library	72%	56%
Computer Resources	80%	45%

School of Engineering	Women	Male
Overall Positive Climate	55%	80%
Benefits Package	82%	58%
Women were less satisfied with Department Chair Overall Leadership	38%	73%

*Summarizes a series of ratings regarding dean

Gender Differences in Faculty Satisfaction (Schools)



Math and Natural Sciences	Women	Male
Valued for scholarship	55%	76%
Had a voice in decision making	52%	74%
More likely felt excluded	36%	21%
Had to work harder than male colleagues	52%	24%
Did not feel climates was equitable	56%	76%
Less likely agreed that the Dean fostered diversity	64%	83%
Dean provided clear guidelines for tenure	61%	83%
Dean honored agreements	48%	74%
Supported cutting edge research	41%	74%