Data, fairness, and accountability

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Promoting fairness

Three types of fairness characterize work environments

• Outcome (or distributive), e.g., salary
• Today's topic: Procedural, e.g., transparency and appropriateness of policies
• Interactional, e.g., everyday treatment

Fairness matters

• People have a stronger sense of belonging and inclusion
• People are more committed and productive in fair environments
Equality and Equity

• When is equality the goal?
  • Interactional fairness: treat everyone with dignity and respect
  • Some aspects of procedural fairness: provide everyone with access to information; ensure wide agreement that procedures are fair; apply procedures without regard to fear or favor

• When is equity the goal?
  • Outcome fairness: provide salary, rank, and other benefits commensurate with contributions
    • And: ensure wide agreement on what counts as a contribution
Fairness requires tracking

• Are white women and Black, Indigenous, and People of Color (BIPoC) being hired in appropriate numbers?
• Are white women and BIPoC faculty receiving equitable salaries?
• Are white women and BIPoC faculty advancing through the ranks in an equitable fashion?
How do deans rate their own awareness of what is going well or poorly with faculty gender equity in their college?
of deans believe they are very aware, aware, or somewhat aware of what is going well or poorly with faculty gender equity within their college.
POLL QUESTION
What data should colleges track annually by gender? (Pick all that apply.)

Proportion poll choices (N = 65)

- Hires x Rank: 100%
- TT Faculty: 72%
- TT/T Faculty x Rank: 89%
- Salary: 97%
What do deans say their college tracks?
My college tracks the following data annually by gender

- Hires of faculty
- Tenure-track faculty
- Tenure-track faculty x rank
- Salary

Proportion responding yes for each category (N=88)
Colleges *do* track the data deans would need to hold leaders responsible for hiring and promoting women.

Salary – not so much
POLL QUESTIONS
What data should colleges track annually by gender? (Pick all that apply.)

- Exits: 90%
- Time in rank: 95%
- Award Nominations: 81%
- Teaching workload: 95%
- Service workload: 95%
What do deans say their college tracks?
My college tracks the following data annually

- Exits
- Time in rank
- Nominations for awards
- Teaching workload
- Service workload

Proportion responding yes for each category (N=88)
Colleges marginally collect the data deans would need to determine whether women and men leave the institution at the same rate.

Colleges marginally collect the data deans would need to determine whether women and men spend the same time in rank.
Colleges do *not* collect the data deans would need to hold leaders responsible for nominating women for awards.

Colleges do *not* collect the data deans would need to hold leaders responsible for fair and equitable teaching and service loads.
On the obvious side

Fair treatment leads to equitable distribution of resources, allowing people to do their best work
On the less obvious side

Fair treatment leads to less turnover, and lower exit rates

Fair treatment leads to greater productivity

Fair treatment leads to greater trust in authorities and their decisions

Fair treatment increases feelings of belonging and inclusion
It’s worth the trouble

- Only with thoughtful tracking can deans truly know how well or poorly their college is doing with gender equity for faculty
- Only with thoughtful tracking can deans hold chairs and heads accountable for the equitable progress of their faculty
- Faculty live in their departments: fairness starts at home
- Thoughtful tracking requires ongoing work