University Leaders on Advancing Gender Equity

Ilene Busch-Vishniac, Ph.D., (Moderator), President Emeritus, The University of Saskatchewan
Scott Bass, Ph.D., Provost Emeritus, American University
Orlando Taylor, Ph.D., Vice President, Fielding Graduate University
Cheryl B. Schrader, Ph.D., President Emeritus, Wright State University

May 26, 2021

WEBINAR GOAL

EDGE GOAL

• REDUCE barriers to effective recruitment, retention, and advancement of diverse women engineering faculty.

CENTRALIZED RESOURCES

NATIONAL BENCHMARK GRAPHIC DATA

Diversity, Equity, and Inclusion (DEI) Toolkit

- DEI Change Model
- College DEI Self-Assessment Tool
- Readiness-to-Change Questionnaire
- Evidence-Based Resources
- Guidebook & Action Checklist—COMING SOON!
LEADERSHIP PIPELINE SUPPORT

- EDGE-ELATES Fellows Grants
- INCLUDES IASPIRE Leadership Academy

IASpire Leadership Academy Applications due June 4!
IASpire Leadership Academy site

RESEARCH-TO-PRACTICE WORKSHOPS/WEBINARS

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Webinar Date and Time: Wednesday, May 26, 2021; 4:00 pm EDT
Register: https://us02web.zoom.us/meeting/register/tZUrfuqrrz0vGdCyKG520d4Q36denlVZphH

Today’s Presenters

- Ilene Busch-Vishniac (Moderator)
- Scott Bass
- Orlando Taylor
- Cheryl Schrader

Why Address Gender Equity?

Engineering Deans Gender Equity (EDGE) Initiative University Leaders on Advancing Gender Equity

- Scott A. Bass
- American University

Extensive Literature

“Despite Hundreds of Studies Documenting Institutionalized Gendered and Intersectional Barriers as Obstacles to Women’s Advancement in Academic” [STEM fields] “Public Discourse Continues to Promote Explanations that Emphasize Women’s Attitudes and Motivations as Causes for their Underrepresentation in the STEM Workforce.”


Bird and Rhoton Con’t

“Organizational Structures, Cultures, and Practices Socially Constructed in Ways the Disproportionally Disadvantage Women and Racially Minoritized Groups, Organizations, in other words, are not purely Meritocratic.”

Interviewed Women in STEM with an NSF ADVANCE program

**Historical Record of Discrimination**

- Early Years, Women Only Welcomed at Women’s Colleges
- Coeducational Universities Many Initially in Name Only
  - Women Students Unwelcomed and Harassed
  - University of Chicago Male Students Demanded Male Only Classes
  - Women Viewed as Detrimental to Male Educational Advancement
  - Woman Tracked into Positions in Social Work, Nursing, and Teaching
  - More lucrative Professions Including Engineering Were Male Dominated

Source: Basham (1999), *Stalwart Women. Teachers College, Columbia University*

**Legal Protections for Women**

- In 1950 only 10.8% of All Professionals were Women
- 1964 Title VII of the Civil Rights Act and 1972 Title IX
- Things Begin to Change – Everyone Has Their Story
- In 1969 Yale Ends its Quota System Restricting the Number of Women Students
- Stanford’s Quota Was 3 Males Admitted for Every Female


**Overcoming Institutional Barriers**

Medical School Grads:
- 1980-81 75.1% Men, 24.9% Women
- 2018-19 52.1% Men, 47.9% Women

PhDs Granted in Life Sciences (2019)
- 45.5% Men, 54.5% Women

PhDs Granted in Engineering
- 76% Men, 24% Women

Note in 1970, of 3,435 Engineering PhDs granted 15 were Women

**Why Address Gender Equity?**

- National Competitiveness
- Talent and Merit Has Been Circumvented
- Greater Accountability for Universities
- Greater Accountability for Fields that Lag
- The Time Has Arrived to Confront Internal Structural Barriers Deeply Imbedded in the Engineering Culture
- Seize the Moment and Not Let the Moment Seize You

**Time to Act**

In this Webinar Everyone Has Their Story – Let’s Hear From My Colleagues

Thank you
Sign the ASEE Engineering Dean's Diversity Pledge (contact Geraldine Gooding, G.Gooding@asee.org)

Review the EDGE Website: https://edge.asee.org/
→ Try the EDGE Graphic Explorer APPs (20 years of ASEE Profiles data)
→ Women Engineering Faculty https://apps.asee.org/apps/EDGE/
→ URM Women Engineering Faculty https://apps.asee.org/apps/EDGE%20URM/
→ Check out the EDGE Toolkit & Sources
→ Use the EDGE College Self-Assessment Tool
→ Review the EDGE Workshops & Webinars
   • For example, learn more about the Faculty Dashboard - Faculty Workload and Rewards Project

Participate in the 2021 EDGE Deans Survey—Look for it in your email!
Consider applying for the ASEE Deans Recognition Program

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Thank You!

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