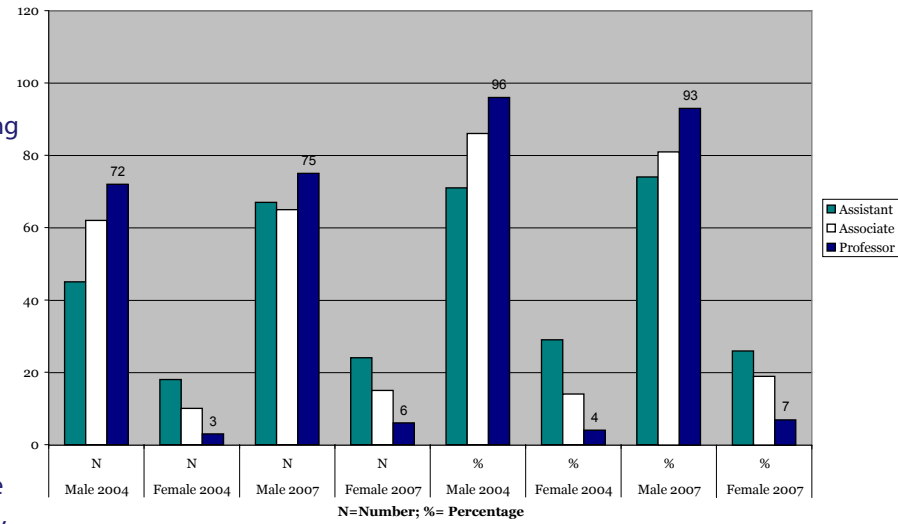


Changing Patterns in STEM Faculty by Gender and Rank Fall 2004 through Fall 2007

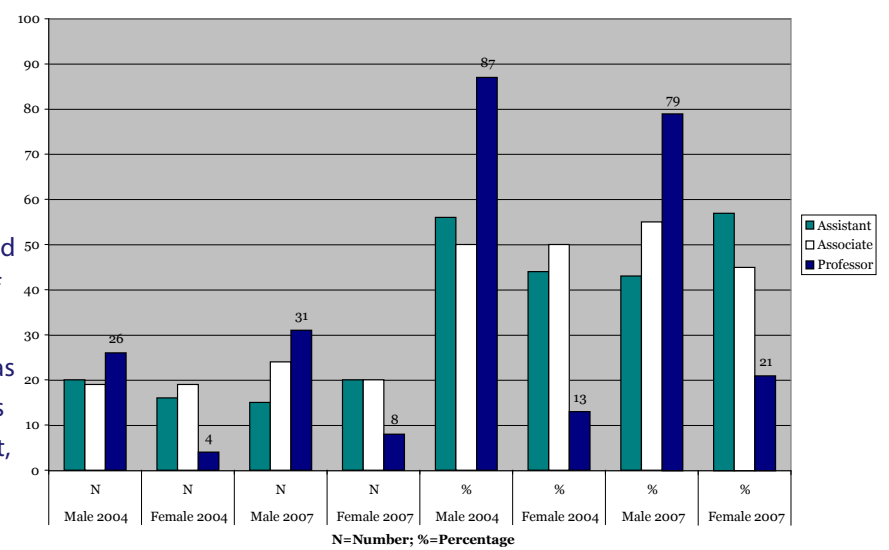
ADVANCE's Evaluation Team has tracked the data concerning the changes in faculty at each rank, by gender, from Fall 2004 through Fall 2007. In interpreting these data, it is important to keep in mind that the actual numbers of women are sometimes small, so that percentages can be misleading. For all STEM faculty the data indicate that even as the number of women at the assistant and associate levels has increased, the percentages of women at these levels have remained about the same. The good news is that the number of women at the professor level has doubled. The actual number of women at the professor rank remains low, but the increase is the highest of any rank.

In Physical and Life Sciences, Mathematics and Computer Sciences, and Engineering, while percentage of women at the assistant level has decreased slightly, the actual number of women at that level has increased. Once again the proportion of full professors has doubled. For Anthropology, Criminal Justice, Economics, Geography, Political Science, Psychology, and Sociology, the data indicate that the number and percentage of women at the assistant professor level have increased; for the associate rank, the percentage has decreased. However, there has been success at the full professor level. For women, resignations are rare, promotions from assistant to associate remain constant, yet are climbing steadily in some departments. The fact that senior men are retiring at a faster rate than women could mean that the picture will change in a few years if we continue to recruit and tenure women.

Total for STEM- Engineering, Physical, Earth, Life and Computer Science and Mathematics



Total for SBS-Psychology and Social Science



Social Sciences PhDs—Five+ Years Out

In many of the social sciences, nearly half the degree recipients are women. These should be disciplines where women faculty experience less stress around work and family balance and progress up the tenure ladder at a rate similar to that for men, right? Wrong! The Center for Research and Innovation in Graduate Education (CIRGE) at the University of Washington has recently released the results of a national survey of PhD's in anthropology, communication, geography, history, political science, and sociology. The 3,025 respondents received their doctorates between 1995 and 1999 and were surveyed in 2005-06. In addition to addressing career satisfaction and the perceived value of graduate training, a significant part of the report covers career paths and work-family interactions. The majority of respondents were in tenure track positions, although the percentages varied by discipline from a low of 52.3 % in anthropology to a high of 71.2% in communications. The study reports that at the start of their academic careers, men and women in the social sciences have equal odds of securing tenure track positions at research universities. Six years later, however, a significantly larger number of women than men have left the tenure track. Being part of a dual career couple complicates career decisions for both men and women, but a much higher percentage of men report that their partners moved with them in order to accommodate a career opportunity. Women married less often, divorced more often, and delayed or didn't have children more often than men. Like their counterparts in more male-dominated fields, women in the social sciences are more often part of a dual career couple and struggle with work-family tensions. The full report can be found at www.cirge.washington.edu.

Save the Date!

September 2008

- 3rd & 4th – Bonnie Cone Workshops, Denny 119
- 8th – 9:30 to 11:00AM: COAS Recruitment Seminar, Cone 208
- 16th – 9:30 to 11:00AM: "Civil Liberties in Times of Crisis," Public Lecture by Deirdre Mulligan, Rowe 140
- 16th – 12:00 to 2:00PM: "Privacy's Very Uneasy Relationship with Technology," Second Annual IT Ethics Luncheon/Workshop by Deirdre Mulligan, Cone 112

October 2008

- 2nd – 9:30 to 11:00AM: Recruitment Seminar, Cone 111
- 22nd – 9:30 to 11:00AM: Recruitment Seminar, Cone 111

February 2009

- 2nd – 12:30 to 2:30PM: "Gender Trouble: How to Avert it in Promotion and Tenure," Luncheon/Workshop (for STEM and COAS Chairs) by Sue Rosser, Cone 210
- 2nd – 4:00PM to 5:30PM: "Gender and Patents: A New Spin on a Familiar Theme," Public Lecture by Sue Rosser, SAC Salons (tentative)
- 18th - 1:00 to 4:30PM: Leadership UNC Charlotte, CHHS 128

March 2009

- 3rd – 4:00 to 5:30PM: "Privacy in Context," Public Lecture by Helen Nissenbaum, Cone 210
- 4th – 12:30 to 2:30PM: "Values in Design: Equality, Diversity, Creativity, and More," Luncheon/Workshop by Helen Nissenbaum, CHHS 128

April 2009

- 28th – Day 1 of NSF 3rd Year Site Visit
- 29th – Day 2 of NSF 3rd Year Site Visit

Faculty Diversity

In 2006 Chancellor Philip Dubois appointed the Council on University Community to lead diversity efforts at UNC Charlotte and to seek ways to ensure a diverse and inclusive community. The Council is chaired by Provost Joan Lorden and directs the Chancellor's Diversity Challenge Fund, a \$100,000 grant for faculty, staff and student initiatives that advance the University's goals for diversity.

During the upcoming year, the campus community can expect the adoption of comprehensive diversity plan. The Council will also share relevant data on the presence of diverse groups and on the progress of the University with respect to recruitment, retention and success of underrepresented faculty, staff, and students

To promote deeper understanding of diversity issues and to foster a greater sense of community, the Council has launched a new UNC Charlotte Crossroads Initiative. This Fall, the Crossroads Initiative will host its first campus forum to bring faculty, students, and staff together in a conversation about the future of the University, with respect to access, equity, and inclusion. For more information about the Council's diversity initiatives, please visit <http://www.provost.uncc.edu/COUC/> or contact Kerrie Stewart, Special Assistant to the Council on University Community, at 704-687-2059.

Mentoring

The New Faculty Mentoring Program completed its first year. The goal of the program is to provide professional support for tenure-track faculty, as they advance towards promotion and tenure. The University program was based on the College of Liberal Arts and Sciences mentoring program and pairs new faculty with senior faculty from departments outside the new faculty's home departments. The program began with mentoring workshops and a 'kick-off' reception at the McMillan Greenhouse. Monthly emails to participants contained articles or ideas for discussion between the mentor and mentee. The year culminated with a reception for all the participants in Robinson Hall.

A recent survey of program participants found that a majority of the mentees and mentors were satisfied or very satisfied with the program overall. Seventy-seven percent cited the high benefit to mentees of mentors helping them learn about the campus organizational structure, priorities, politics, and culture. Suggestions for improvement that will be incorporated in next year's program include the new 'Request a Mentor' form. New faculty's answers to the questions on the form will inform the match process, giving new faculty more input into mentor selection. The form is available at the ADVANCE website. Questions about the program can be sent to Yvette Huet at mentoring@uncc.edu.

A new Mentoring program has been added to UNC Charlotte ADVANCE, the Mid-Career Mentoring Program. The goal of this program is to identify barriers women face in moving from associate to full professor and to identify strategies that might help remove these barriers and thus increase the promotion rates for women in STEM. We invited all women associate professors in STEM departments to participate in a series of focus groups and surveys designed to identify both perceived barriers to advancement and the types of resources and strategies that might assist in advancement. We used the results to guide the development of the mid-career program that begins in Fall 2008. Results identified the following as barriers to promotion: lack of transparency in promotion criteria; confusion over the definition of scholarship; disproportionate service demands (compared to male colleagues and assistant and full professors); gender bias; and bias related to rank. Elements of the program include an expansion of the Bonnie Cone Fellowships to fund proposals from associate professors in STEM disciplines that will assist them in moving to the rank of Full Professor. We will also organize Peer Circles for mid-career STEM women designed to provide opportunities for collaboration, support and development. For more information, contact Kim Buch or Yvette Huet at mentoring@uncc.edu.

The Mentoring Program would like to thank all the mentors for their efforts in providing guidance to the new faculty and making the program a success!

Lyndon Abrams (Counseling)
Art Blume (Psychology)
Deb Bosley (University Writing Programs)
Ken Bost (Biology)
Harry Chernotsky (Political Science)
Harish Cherukuri (Mechanical Engineering)
Jim Conrad (Electrical and Computer Engineering)
Mike Corwin (Physics and Optical Science)
Charisse Coston (Criminal Justice)
John Bender (Geography and Earth Sciences)
Boyd Davis (English)
Jackie Dienemann (Nursing)
Claudia Flowers (Education Leadership)
Jane Gaultney (Psychology)
Bill Gay (Philosophy)
Paula Goolkasian (Psychology)
Helene Hilger (Civil and Environmental Engineering)
Scott Hippensteel (Geography and Earth Sciences)
Sallie Ives (Geography and Earth Sciences)
Susan Johnson (Psychology)
Martin Kane (Civil Engineering)
Cy Knoblauch (English)
Larry Leamy (Biology)
Charles Lee (Mechanical Engineering)
Janet Levy (Anthropology)
Jim McGavran (English)
Ross Meentemeyer (Geography and Earth Sciences)
Roz Mickelson (Sociology and Anthropology)
Martha Miller (Languages and Culture Studies)
Pat Moyer (Physics and Optical Science)
Jeff Passe (Reading and Elementary Education)
Jordan Poler (Chemistry)
Dan Rabinovich (Chemistry)
Lisa Rashotte (Sociology)
Beth Rubin (Sociology)
Dylan Savage (Music)
Stan Schneider (Biology)
Karen Schmaling (Dean CHHS)
Laura Schrum (Biology)
Stuart Smith (Mechanical Engineering)
Dorothy Smith-Ruiz (African American Studies)
Katherine Stephenson (Languages and Culture Studies)
Kalpathi Subramanian (Computer Science)
David Test (Special Ed and Child Development)
Jean-Claude Thill (Geography and Earth Sciences)
Jennifer Troyer (Economics)
Mark West (English)

Bonnie Cone Fellowship Awardee

Celine Latulipe, of the Software and Info Systems, researches novel interaction techniques, collaborative interaction and creativity support tools. She is currently working on a variety of projects which involve creating tools for dancers and artists, enabling multiple people to use both hands to create real-time visualizations as part of collaborative performances and installations. She is also working on multi-touch tabletop interaction, and two-handed interaction techniques with commodity devices such as the Nintendo Wiimote.



ADVANCE Competitive Awards

UNC Charlotte ADVANCE funds two competitive awards--Bonnie Cone Fellowships and Solutions Team Awards. Bonnie Cone Fellowships are open to women faculty in the STEM fields. STEM disciplines are defined as those supported by the National Science Foundation. The Fellowships' purpose is to assist women in overcoming institutional barriers to their retention, promotion and success as STEM faculty members at UNC Charlotte. Awards are given for work-related travel, child care costs to support research development, research assistance, conference attendance, teaching release time, laboratory equipment, laboratory support, and summer salary.

Solutions Team Awards are unit-based awards designed to advance the careers of women faculty and to encourage the development of new

ideas to address the specific needs and concerns of the unit. Priority is given to projects that address the needs of women in fields supported by the NSF, but proposals are not limited in scope to the departments or colleges that represent those fields. Collaborative projects with the potential for broad institutional impact are encouraged. The purpose of this award is to fund projects that promote ADVANCE goals and to ensure that the results of the projects are shared and disseminated among members of the UNC Charlotte community.

ADVANCE is pleased to announce the expansion of the Bonnie Cone Fellowship Program. A new component to the project will be to provide Fellowships to mid-career STEM women to assist them in their progress from Associate to Full Professor.

Visit www.advance.uncc.edu for more information and proposal solicitations.

Bonnie Cone Fellowship Awardee

My research areas include Human Computer Interaction and Privacy. I am investigating privacy in online social networking communities, and the strategies that people use to protect their personal information on these sites. I am developing new interfaces to improve this privacy management process and reduce the risks of participation in these online communities

-Heather Richter Lipford



NFS Career Awards



Dr. Terry Xu's of the Lee College of Engineering, her current research interests include synthesis and characterization of one-dimensional nanostructures, and exploration of their novel mechanical and physical properties. Dr. Xu's NSF CAREER Award is on studying of boron-rich one-dimensional nanostructures for thermoelectric power generation applications. The project also aims at creating an interdisciplinary environment to educate and train next generation researchers. She is also a Bonnie Cone Fellowship Awardee.

For more information about ADVANCE, please contact Dr. Peta Katz in the ADVANCE Office at Denny 117 or 704.687.2421



NSF Career Awards

Brigit Mullany's of the Lee College of Engineering, her research focuses on precision surface generation and evaluation. Traditional polishing techniques are employed to generate smooth surfaces on glass, crystalline and bio-ceramic materials. Advanced metrology systems are used to evaluate the polished surfaces, systems used include optical and confocal microscopes, profilometers, interferometers, and an atomic force measurement (AFM) system.

Industries interested in the work include: Optical component manufacturers, laser system manufacturers, semiconductor fabrication companies using CMP and the Bio-medical sector.