

2004-2013 UPDATE: ADVANCEMENT OF WOMEN THROUGH THE
ACADEMIC RANKS OF THE COLUMBIA UNIVERSITY GRADUATE SCHOOL OF
ARTS AND SCIENCES: WHERE ARE THE LEAKS IN THE PIPELINE?

*Commission on the Status of Women
& Prof. Daniel Rabinowitz (Dept. of Statistics)*

Presented by:

Dr. Maya Tolstoy

Department of Earth & Environmental Sciences

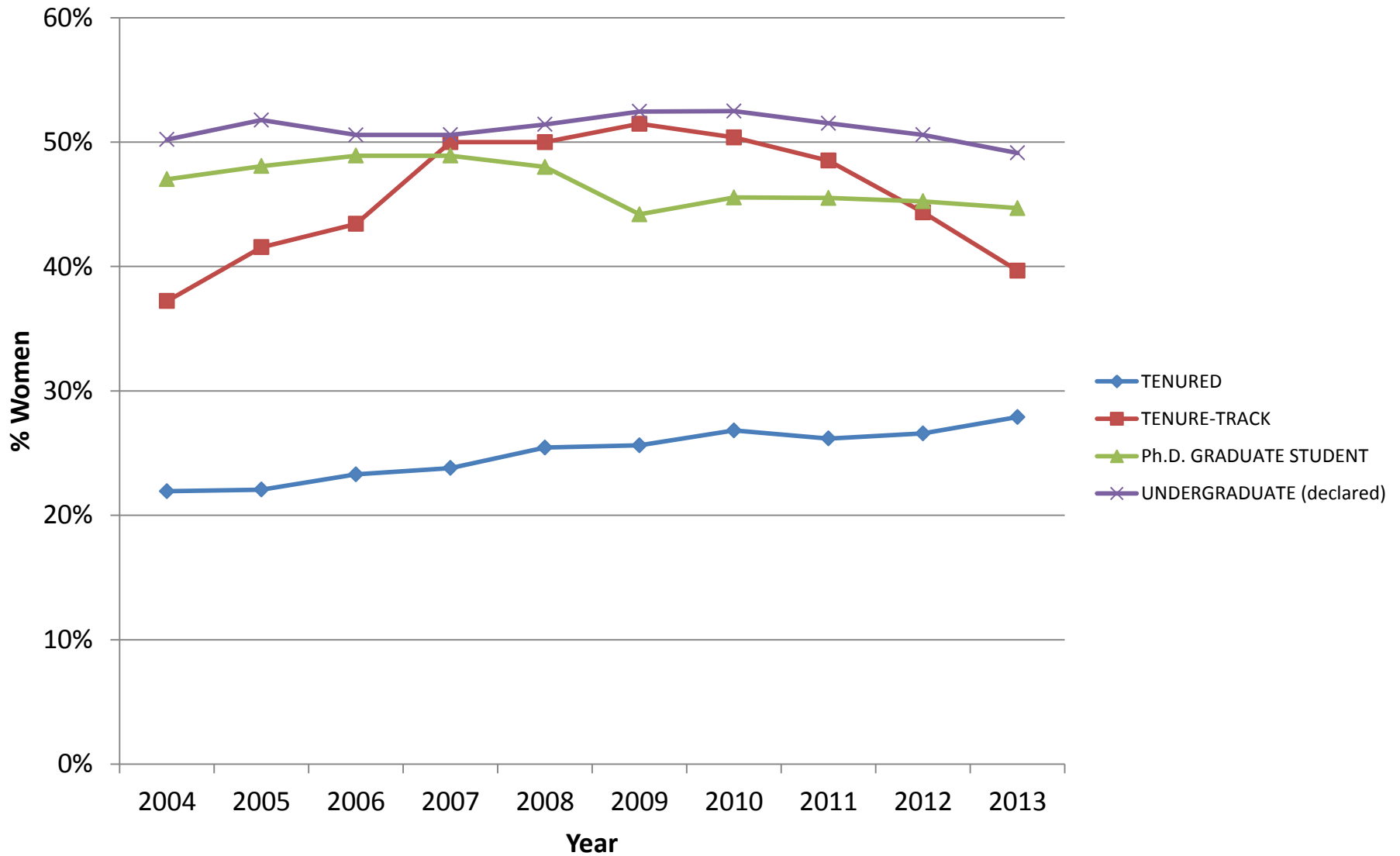
Lamont-Doherty Earth Observatory

Special Thanks to:

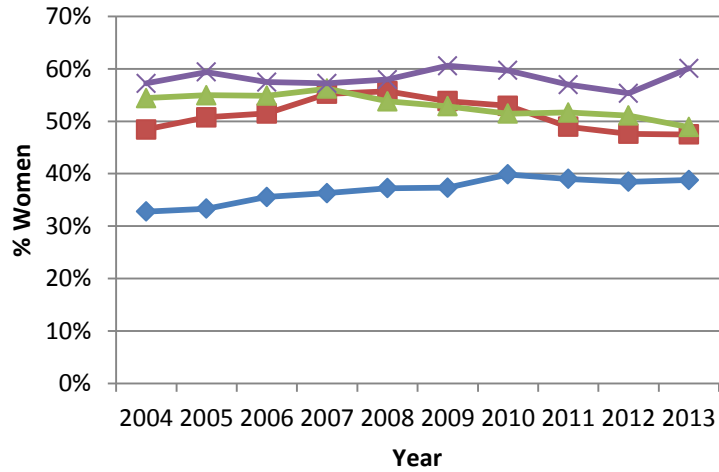
David Madigan, Executive VP Arts and Sciences

Dennis Mitchell, Senior Assoc. Provost for Faculty Diversity and Inclusion

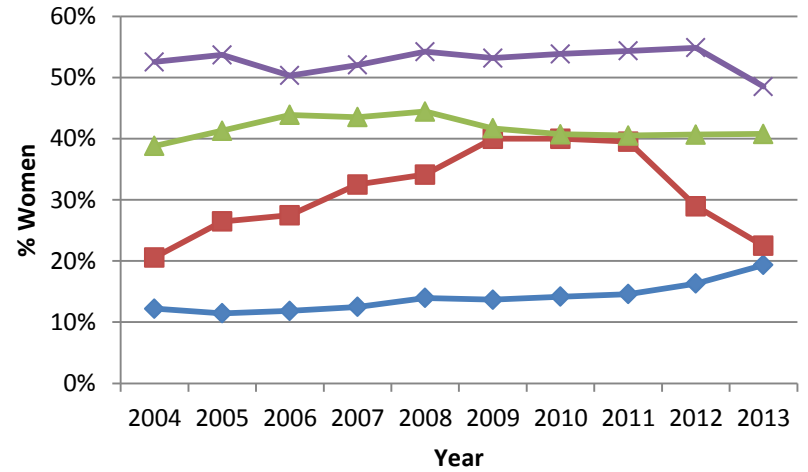
Arts & Sciences 2004-2013



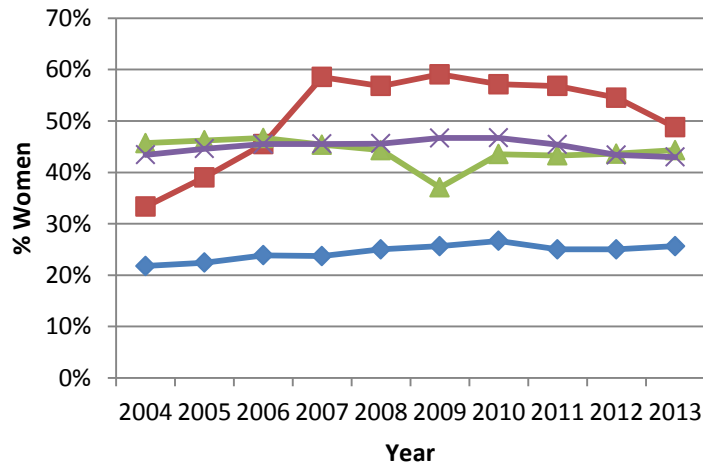
Humanities 2004-2013



Natural Sciences 2004-2013



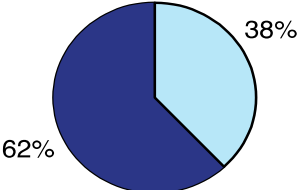
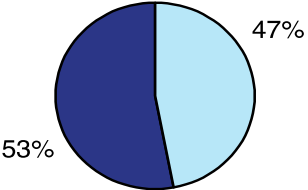
Social Sciences 2004-2013



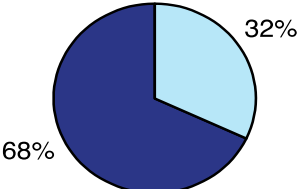
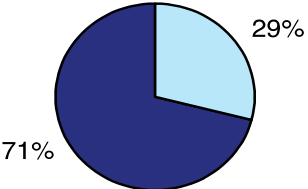
- ◆ TENURED
- TENURE-TRACK
- ▲ Ph.D. GRADUATE STUDENT
- ✕ UNDERGRADUATE (declared)

**INTERNAL PROMOTION
TO TENURE**



**EXTERNAL HIRE
TO TENURE**

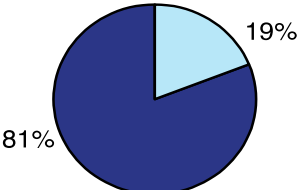
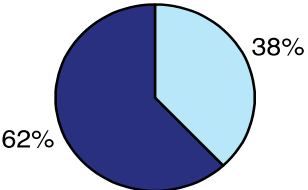


HUMANITIES

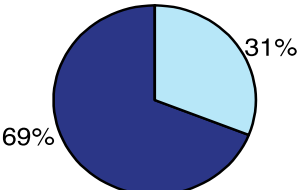
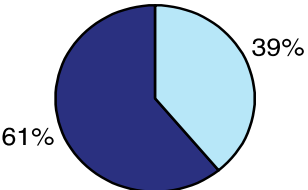


SOCIAL SCIENCES

 % female
 % male

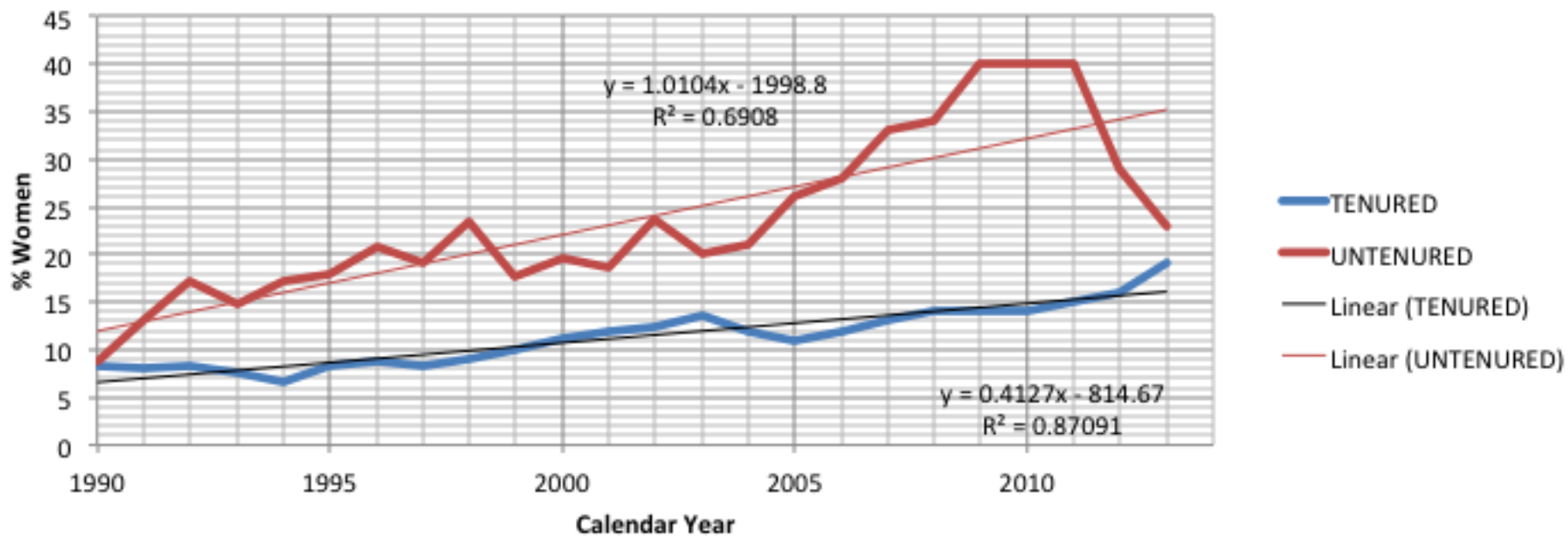


NATURAL SCIENCES



ALL OF A&S

Natural Sciences



PIPELINE TRENDS

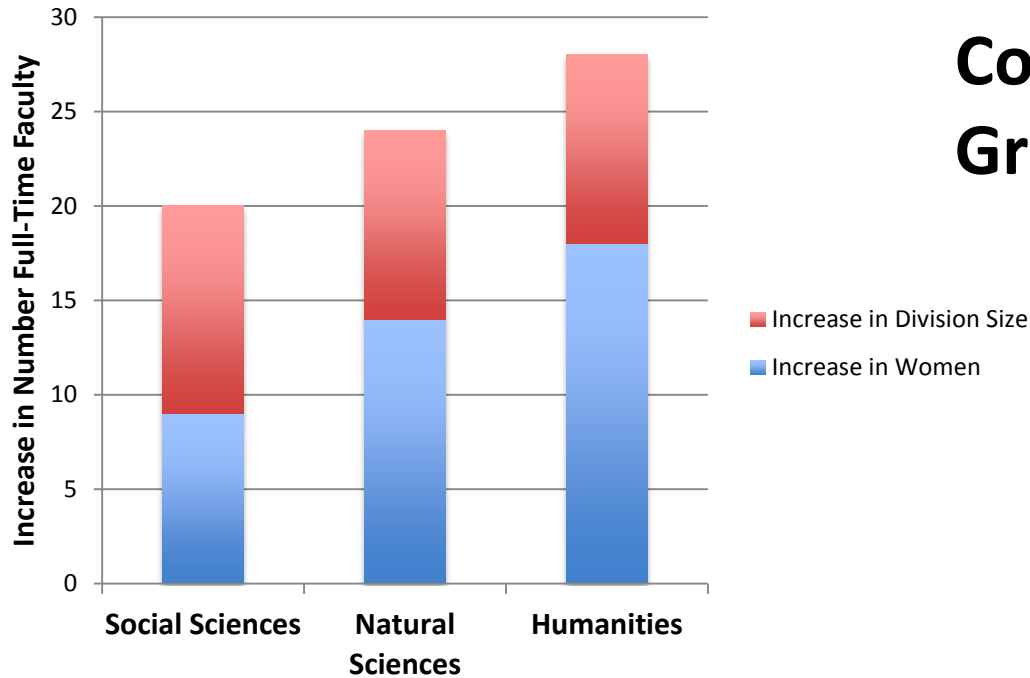
Tenured % women slowly improving, but rate hasn't changed significantly from the 1990's. Almost a century till parity in Natural Sciences.

Non-tenured % women has been decreasing in the last several years, particularly in the Natural Sciences.

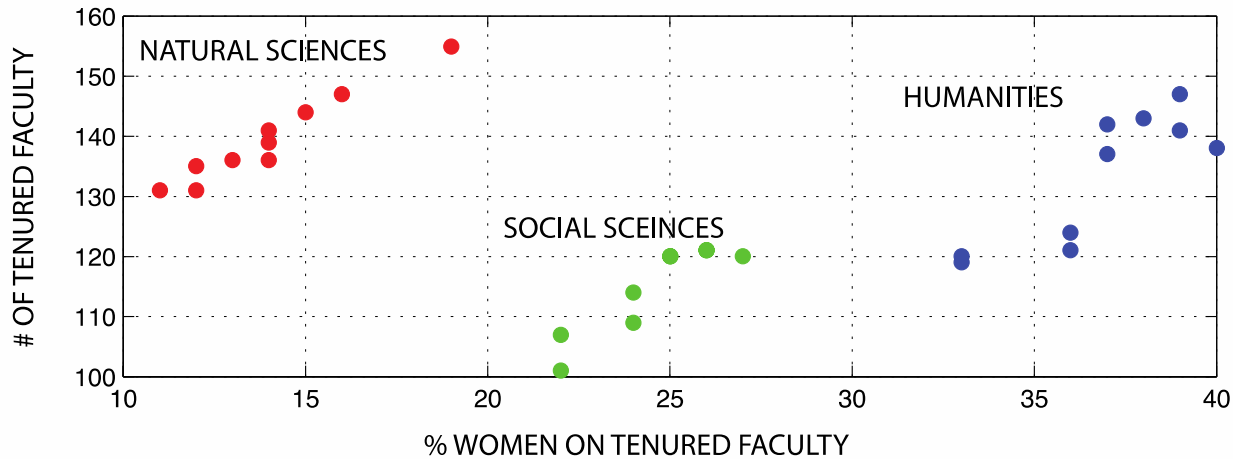
Tenured women in Humanities and Social Sciences appears to have stalled in the last 3-5 years of the study.

Promotion more effective than external hire for getting women onto tenured faculty.

Increase in Women Relative to Increase in Division Size



Connection between Growth and Diversity



CLEAR LEAKS IN THE PIPELINE

Untenured Women in Social Sciences are significantly more likely to leave the untenured ranks immediately prior to going up for tenure than men.

Women are more likely than men to depart from tenured ranks, though it is not statistically significant. However, the lack of significance is at least in part because the pool is so small.

The recent drop in hiring of women at the untenured level is going to negatively impact progress at the tenured levels without focused efforts to hire more women at both the tenured and untenured ranks.

ISSUES TO ADDRESS MOVING FORWARD

All politics is local – responsibility for diverse and equitable hiring and promotion practices starts at the department level. Solutions need to be tailored to the issues facing specific departments from low pipelines to hiring practices.

Departments within Arts and Sciences have not been particularly pro-active in accessing the most recently available diversity funds. This may in part be because communication about accessibility of these funds seems minimal at the department level, and confusion abounds.

Many of the conclusions of the first pipeline report still hold true, and many of the recommendations appear to remain unimplemented.

Conclusions and timeliness of this report were significantly hampered by lack of access to relevant data, and lack of staff to help assemble and analyze the data. This appears largely to be because data is not collected in a consistent and readily accessible fashion as recommended by the previous pipeline report.

RECOMMENDATIONS

DATA NEEDS

- *Increase size of Institutional Research Office*
- *Conduct MIT-Style Survey of Women Faculty*
- *Conduct Quality of Life Survey (initial and follow-up)*
- *Follow-up on under-represented minorities
(New Senate Commission on Diversity)*

HIRING PRACTICES

- *Appoint A&S faculty point person*
- *Broad dissemination of info on diversity hiring opportunities*
- *Improve flexibility of funds*
- *monitor Natural Sci (all ranks), and Soc. Sci (tenured)*

RETENTION AND RECRUITMENT

- *Ensure Best Practices*
- *Be attentive to issues that may unintentionally discriminate*
- *Diversity best achieved in environment of stable growth*

EXPANDING PIPELINE STUDIES

- *Expand studies to other schools (and under-represented minorities)*
- *Make data public*