

ACTIONS TAKEN TO IMPLEMENT THE GENDER EQUITY REPORT

June 26, 2006

Following receipt of the Gender Equity Report, Executive Dean Holly Smith, in cooperation with the FAS Chairs' Council and other groups and administrators, undertook a variety of initiatives to begin the process of implementing, directly or indirectly, many of the important recommendations arising from the Report. The following is an interim account of the major actions taken.

- 1) The Report of the Gender Equity Committee was discussed extensively in the FAS Chairs' Council, and made available on the FAS website.
- 2) The University Officer in charge of Harassment Compliance and Equity made a formal presentation to the Chairs' Council on dealing with allegations of sexual harassment.
- 3) FAS area deans were directed to exercise special scrutiny over hiring, retention, promotion, and merit raise processes to ensure that women faculty are being treated equitably with male faculty.
- 4) All FAS departments were asked to establish formal mentoring committees for new junior faculty.
- 5) The FAS Junior Faculty Workshop was created in Fall 2005 to provide year-long institutional mentoring and guidance for new junior faculty (both men and women), and to prevent the kind of isolation reported by women faculty in the Gender Equity Report.
- 6) The number of women in academic leadership within FAS was increased, with the appointment of 9 new female department chairs, bringing the total to 12 out of 33, or 36%, including the first female chair of a Physical or Mathematical Sciences department in decades. In addition, women were appointed to the new Associate Deanship for Undergraduate Education, the Vice Deanship of the Graduate School, and the Senior Directorship of Development for Arts and Sciences.
- 7) The Executive Dean of FAS held regular dinners for women academic leaders within FAS to discuss common issues and challenges, and to develop peer support relationships.
- 8) Department chairs were alerted that the dean is highly supportive of paid leaves related to maternity, and will consider partner hires as one strategy for attracting and retaining faculty.
- 9) Department chairs were asked to distribute a letter from the dean to all finalists for faculty positions that describes family accommodation policies at Rutgers and encourages candidates to discuss issues such as partner placement with the deans or department chairs.

10) The FAS Deans' Office is creating new databases that will enable it to more efficiently track the kinds of information needed to monitor equitable treatment of faculty by gender.

11) For several years, and with increased emphasis starting in 2004-05, the FAS Deans' Office has placed high priority on conducting searches in a manner most likely to result in a more highly diversified faculty. Reasons for, barriers to, and strategies for greater success were discussed extensively with the FAS Chairs' Council. A new committee, the FAS Committee on Increasing Faculty Diversity, was appointed and under the leadership of University Professor Mary Hartman charged to recommend appropriate courses of action. Following discussion with the FAS Chairs' Council of the committee's March 31, 2004 recommendations, Dean Smith developed and implemented the practices and policies described in the "FAS Recruitment Strategies," aimed in part at increasing faculty diversity. Results were substantial; the first cohort of faculty recruited after adoption of the "FAS Recruitment Strategies" presented outstanding credentials and showed notably more diversity than past cohorts (informal analysis indicates that 47% of the new faculty in this cohort are female; approximately 45% are members of under-represented ethnic groups; and 31% of the new science faculty are female). The FAS Affirmative Action Committee was convened for the first time in some years, and asked to provide follow-up recommendations for how to maintain this progress.

12) The FAS Committee on Increasing Faculty Diversity also recommended a variety of actions to the central administration to enhance faculty diversity. In response Executive Vice President for Academic Affairs Philip Furmanski created an office of Faculty Diversity, which, working together with other founding institutions, has created a website (New Jersey HERC at <http://www.njherc.org/>) serving individuals – and particularly dual-career partners – seeking academic positions in New Jersey. In addition, the Vice President's office made funds available to provide temporary support for special opportunity academic hiring of tenured, tenure-eligible, and postdoctoral fellows whose scholarship focuses on issues on race, gender, and ethnicity. There is a commitment to raise funds to create permanent special Presidential Fellows working in these areas. Distinguished scientist Joan W. Bennett has been appointed as Associate Vice President for Academic Affairs responsible for advancing the entry of women students in the science, technology, engineering and math professions; mentoring and helping advance women students and faculty in these areas; and developing new programs for attracting and retaining women in these professions. Bennett, a member of the National Academy of Sciences and former president of the American Society for Microbiology, is known internationally for her work promoting women entering these fields.