Overview of ADAPP and Highlights of Data Regarding Disciplinary Society Leadership

Tamara Reid Bush, PhD
ADAPP Co-PI
College of Engineering
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Overview

- Advancing Diversity through the Alignment of Policies and Practices (ADAPP)
  - Supported by a National Science Foundation (NSF) ADVANCE Program
  - $3.98 million dollars over 5 years

- A nationwide effort involving more than 40 other universities
- Aims to increase the representation and advancement of women in academic science and engineering careers.
### Target Areas and Principles

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### Colleges Involved

- Initial colleges
  - College of Social Science
  - College of Natural Science
  - College of Engineering
- Three funded through NSF grant and are first to pilot/implement ADAPP activities
- Provost now included all MSU degree granting colleges as part of the ADAPP program
Excerpt from ADAPP Activities List

- University wide mentoring policy
- Faculty Excellence Advocates in each college
- Human Resource Toolkits
  
  (available in hard copy and online at the ADAPP web site
  http://www.adapp-advance.msu.edu/)

  - Annual Review
  - RPT process
  - Recruitment and Search Process

- Faculty Information Tool (FIT)

Women’s Leadership

- Titled Leadership
  
  - Administrative
  - At MSU
  - Senior Faculty

- Disciplinary Leadership
  
  - Junior and Senior Faculty
  - Session Chair
  - Abstract Review Committee/Chair
  - Conference Chair
  - Executive Committee Member

Grant goals: Increase retention and advancement of women faculty in the three initial colleges (SS, NS, Eng)
Types of Data Collected

- Survey sent to women in 3 colleges regarding involvement in disciplinary societies
- Four focus groups of women
  - Deans
  - Associate/Assistant Deans
  - Chairs/Directors (3 colleges)
  - Women who have held a leadership position in their disciplinary society/ professional organizations
- Work-environment data (not disciplinary focused)

3 Colleges: Disciplinary Society

- Women were asked the following:
  - Provide comments regarding involvement in your disciplinary society with regards to being helpful/not helpful and comment on how this involvement is or is not related to the tenure decision.
  - Comment regarding the value of leadership development programs and provide suggestions regarding structure
  - Response rate 24% (n=59), evenly distributed between Eng/NS and SS
3 Colleges: Disciplinary Society

• Women in the Social Sciences associated their involvement with visibility, collaborations and networking, but not necessarily the tenure decision.

• Women in Natural Science and Engineering associated their disciplinary involvement with the successful achievement of tenure.
  – Known leader in field, establishing a scholarly reputation nationally, involvement was beneficial in networking, gaining mentors, support and advice

3 Colleges: Disciplinary Society

• There is an optimal level of involvement:
  Time vs. reward
  – Level of involvement depends on stage in career
  – Too much involvement early in a faculty career may not be beneficial

• The value of disciplinary society involvement will vary by department
  – Important to seek advice of mentor and/or unit chair/director
Focus Group

• University administration is entirely different from leadership in disciplinary/professional societies
  – Time frame. University long-term vs. Society time-limited
  – Risk. University having to go back to the unit after making unfavorable decisions; usually no risk associated with society positions (more forgiving, others want you to succeed)
  – Rewards. University solve problems and see fruits of own labor; Society many colleagues and chance to shape discipline

Focus Group

• More women in administration might be good for the University as a whole, but women participating in these focus groups challenged the notion that more women in leadership positions in STEM disciplines is an unqualified good.
  Performing research (individuals) and getting grants (units) were more prestigious and more positive for the faculty than being an administrator
Programs

• Leadership Skill Development
  – Project Management
    • Faculty, post-docs, graduate students
  – Imposter Syndrome
    • Faculty, post-docs, graduate students

• Faculty and Organizational Development
• Women’s Resource Center
• Graduate School

Disciplinary Society: Programs

• Current Panel – first to specifically address leadership in the context of a professional/disciplinary society

• January 27th – ½ day workshop targeting early career faculty
  “How to make your disciplinary society work for you”
Thank you