

ANNUAL REPORT – YEAR 2– ADVANCE IT-CATALYST AT NEW YORK CITY COLLEGE OF TECHNOLOGY, CUNY

Program Objective	Year 2 Report	Comments
<p>1. To produce a nuanced foundational analysis of the condition of City Tech women faculty in STEM disciplines as the baseline for identifying problems and prioritizing an agenda for action.</p> <p>Three perspectives will be employed – historical, sociological, and psychological – to analyze such relevant topics as structural impediments to advancement as well as psychological and social factors that may mitigate against equity.</p>	<p>The City Tech ADVANCE IT-CATALYST team has spent this year (2009-2010) collecting quantitative and qualitative data to produce an accurate assessment of the specific issues regarding the advancement of women in STEM areas. These data will serve as our baseline which will allow us to measure the effectiveness of our future IT interventions.</p> <p>a. The Tenure Track Job Satisfaction Survey developed by COACHE (Collaborative on Academic Careers in Higher Education), a Harvard based program, was administered in Spring 2009 to all full-time tenured and tenure track faculty. The response rate was 55% for tenure-track and approximately 50% for tenured faculty.</p> <p>Per an agreement with the IRB, the data were sent directly from COACHE to the Office of Institutional Research and Assessment of The City University of New York (CUNY), where the data are housed. A staff member of the campus AIR worked at CUNY OIRA to analyze the data in response to questions formulated by the City Tech ADVANCE Planning Committee. COACHE had asked for a list of five institutions for use as comparative sites, to see how we compare to other sites. The COACHE survey was also administered to untenured faculty at all CUNY colleges (not, however, to tenured faculty), and this will provide us with additional comparative data for that group.</p> <p>b. The research team also collected internal data, provided by the Affirmative Action Officer. The 2005-2006 academic year is the baseline period. Within each STEM department, data on the number of male and female faculty (full and part time) across all academic ranks were collected and analyzed by Maria Pagano and Marie Parnes.</p> <p>c. Data regarding hiring, tenure, promotion and attrition patterns were obtained from the Office of Instructional Staff Relations. These data are currently being examined to find patterns within departments and across the institution. These data will be used to answer the collection of questions posed by the NSF “Toolkit” (NSF-12 Indicators). In addition, collection of data will continue to obtain information about allocation of resources, sabbaticals, release time, recruitment and hiring procedures, travel allocations, and research space. We will also gather data looking at leadership and advancement, such as the number of female STEM faculty that hold administrative positions, the number of female STEM faculty that are department chairs, and the number of female STEM faculty who serve on appointments committees.</p>	<p>Meeting with sociologist who recommended an expert in Organizational Development; not pursued as yet; other perspectives not pursued in favor of data collection</p> <p>External Evaluator provided helpful focus on COACHE data results regarding institutional climate</p>

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	<p>a. In this second year of the planning grant, we also engaged in qualitative research activities. The data obtained from the COACHE survey was used as a basis for discussions among faculty (self-selected) in May 2010. These sessions were conducted by Dr. Lisa Frehill, the External Evaluator of the project at City Tech, and the report was received on July 14, 2010. General findings are: 1) the peer review process for evaluating teaching should be examined and improved; 2) the focus (CUNY-wide) on research demands adequate resources, including space, facilities, library resources, and time; 3) acknowledgement of a “generation gap” between faculty who hired at City Tech when research was not emphasized, and the more recent faculty hires who understand that research is part of their “working portfolio;” 4) the relative ease of obtaining tenure but difficulty in attaining promotion</p> <p>b. Key Informants – Sophia Catsambis, Sociologist, Queens College, CUNY, met with members of the ADVANCE planning committee, and suggested that key informants be interviewed to obtain different perspectives from those of faculty. A session was held in November 2009 with the Provost and the five academic deans which was taped and transcribed. The transcribed discussion was reviewed to draw out themes and issues, including good practices and problematic areas. The themes will be shared with members of the ADVANCE planning committee.</p>	
<p>2. To interpret, communicate to internal audiences, and disseminate to external audiences the findings of the gender equity self-study; being sure that the deans and department chairs are kept involved.</p>	<p>a. The COACHE data results were received during the Spring 2010 semester, and were used as the basis for the discussion groups facilitated by the External Evaluator. Because the pre-tenure report is 252 pages plus tables, the recommendation for dissemination is: 1) serialize the findings based on specific themes; 2) present a 2-3 page short “story” with graphics of successful practices, including existing resources that could be used by faculty; 3) use the website for dissemination; and 4) prepare “briefs” focusing on specific points with evidence could be presented to administrators. Due to the delay in obtaining the COACHE results and the recent receipt of the External Evaluator’s report, these dissemination efforts will be conducted.</p> <p>b. Issues identified during the data gathering have been used as the basis for mandatory training for departmental Appointment Committee members. Two sessions have been held so far, and a third one is being planned for August 2010. The topics of the sessions include 1) Issues facing new faculty and how they should be advised (August 2009); and 2) Evaluation criteria for tenure and promotion (January</p>	

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	<p>2010). In response to an important issue that surfaced during the discussion groups, the topic of the session in August 2010 will focus on peer observations.</p>	
<p>3. To conduct research on best practices in achieving gender equity gathered from ADVANCE Institutional Transformation Projects around the country and evaluate which ones are most suitable for adaptation or adoption.</p>	<p>In Year 2, evaluation of other ADVANCE programs was pursued as follows:</p> <ol style="list-style-type: none"> a. Readings – the members of the ADVANCE planning committee formed a “book club” to review chapters in <i>Transforming Science and Engineering</i> by Abigail Stewart, Janet Malley, and Danielle LaVaque-Manty, to examine themes and social science theories. Chapters were summarized by team members, and compiled by Victoria Gitman and Delaram Kahrobaei. Selected theories will be used to help frame the collection of data and will help to find the themes and theories that could support institutional change at City Tech. b. Bonne August, PI, with Delaram Kahrobaei and Victoria Gitman (co-PIs) attended the ADVANCE meeting in October, 2010 and presented a poster. c. Delaram Kahrobaei (co-PI) attended the Joint Annual Meeting, NSF, in June 2010. d. Hong Li, Associate Professor in Computer Systems Technology, attended the “Mid-career” meeting at Auburn University, Auburn, AL, in May 2010, and returned with a report with multiple suggestions for programmatic ideas directed toward enhancement of mid-career women faculty (of which she is one). 	
<p>4. To develop an Institutional Transformation ADVANCE grant application that reflects a vision for gender equity in STEM at City Tech based upon our self-study and choice of best practices to emulate based upon the unique context of our institution</p>	<ol style="list-style-type: none"> a. Because of delays in obtaining data from the COACHE survey, issues with IRB and negotiations with CUNY IRB to act as intermediary, and the time necessary to analyze the collection of data from various sources, City Tech’s ADVANCE project asked for and received a no-cost extension for a third year in which to examine data and develop a grant application. b. Meeting of the External Advisory Committee was held on November 24, 2009. Some suggestions that emerged included: <ul style="list-style-type: none"> • New faculty are developing their Professional Development plans, or mid-career faculty may need to re-establish their research connections. Collaborations would be helpful. • There is a need by junior faculty to learn to take advantage of the system, and be aware of CUNY-wide resources, such as the Science facilities at CCNY, which will allow more research collaborations. • our focus has been on analyzing the quality of life at City Tech, although there had been a focus on hiring in the proposal’s problem statement • A suggestion that a first grant to be submitted to NIH be drafted for a \$250,000/3 year project to develop undergraduate research. Since the first grant is always the hardest, reviewers may be more positive. This is a faculty development effort. NIH would want proposals that are disease-focused. 	

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	<ul style="list-style-type: none"> • P&B committees are composed of more mature faculty. It was noted that there has been an assumption of “Get an individual grant, keep that individual grant.” Yet the funding agencies are looking for collaborative grants, for projects that can be commercialized. P&B committees don’t seem to be aware of this trend. • A suggestion aimed for those who already have tenure to re-energize them through strategic hiring and creating a critical mass [such as the Department of Geology at UTEP]. There, women who are past tenure have a stronger say in the hiring process. • Consideration of mid-career hires so that the women hired would have some power. While this solution would be more expensive, it may help bring about changes. • Consider cluster hiring in a specific department to support key areas of research involving students. <p>c. Two workshops were held that focused on topics perceived to be important to support faculty development. Speakers from departments across the institution were asked to participate.</p> <p style="padding-left: 40px;">1) Mentoring: What’s In It for you? was held on October 7, 2009, moderated by Delaram Kahrobaei, Assistant Professor, Department of Mathematics; speakers were Nadia Benakli, Associate Professor, Department of Mathematics Pamela Brown, Dean, School of Arts and Sciences, Department of Chemistry Anthony Cioffi, Professor and Chair, Department of Construction Management and Civil Engineering Technology Laina Karthikeyan, Assistant Professor, Department of Biological Sciences;</p> <p style="padding-left: 40px;">2) Publishing without Perishing, held on November 5, 2009 moderated by Victoria Gitman, Assistant Professor, Department of Mathematics; speakers were Candido Cabo, Associate Professor and Chair, Department of Computer Systems Technology Soyeon Cho, Assistant Professor, Department of Human Services Thomas Tradler, Assistant Professor, Department of Mathematics Anne Zissu, Associate Professor and Chair, Department of Business</p> <p>Summaries of both workshops were posted on the ADVANCE website.</p> <p>d. The members of the ADVANCE Internal Planning Committee began work on a logic model as the underpinning for the grant proposal; work began in January and continues with meetings in May and July</p>	