Women Faculty Network (WFN)

“Launch Meeting”

February 21, 2020
Mission Statement

Support recruitment, retention, and advancement of female faculty at UNTHSC

Engage all faculty on issues related to the advancement of female faculty at UNTHSC
Congratulations – Dr. Knebl!

Dr. Janice Knebl, DO

• Interim Chair & Professor, Internal Medicine & Geriatrics, TCOM

• Only current female Regents Professor at UNTHSC!
Fall 2019
Faculty Profile
Report Presented
to Faculty Senate
(Dr. Claire Peel)
Rationale – All Faculty

Number of Full-time Faculty by Sex/Gender & Tenure (N=262)

<table>
<thead>
<tr>
<th>Tenure Status</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenured</td>
<td>22 (28%)</td>
<td>58 (72%)</td>
<td>80</td>
</tr>
<tr>
<td>Tenure Track</td>
<td>20 (63%)</td>
<td>12 (37%)</td>
<td>32</td>
</tr>
<tr>
<td>Non-tenure track</td>
<td>93 (62%)</td>
<td>57 (38%)</td>
<td>150</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>135 (52%)</td>
<td>127 (48%)</td>
<td>262</td>
</tr>
</tbody>
</table>
### Sex/Gender by Rank (N=262)

<table>
<thead>
<tr>
<th>Sex/Gender</th>
<th>Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Regents Professor</th>
<th>Research Assistant Professor</th>
<th>Research Associate Professor</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>11 (92%)</td>
<td>66 (66%)</td>
<td>35 (51%)</td>
<td>13 (24%)</td>
<td>0 (0%)</td>
<td>9 (56%)</td>
<td>1 (100%)</td>
<td>135 (52%)</td>
</tr>
<tr>
<td>Male</td>
<td>1 (8%)</td>
<td>34 (34%)</td>
<td>34 (49%)</td>
<td>41 (76%)</td>
<td>10 (100%)</td>
<td>7 (44%)</td>
<td>0 (0%)</td>
<td>127 (48%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>12</td>
<td>100</td>
<td>69</td>
<td>54</td>
<td>10</td>
<td>16</td>
<td>1</td>
<td>262</td>
</tr>
</tbody>
</table>

% of Total Faculty: 4.6% 38.2% 26.3% 20.6% 3.8% 6.1% 0.4% 100%

### Sex/Gender & Years of Service (N=262)

<table>
<thead>
<tr>
<th>Sex/Gender</th>
<th>0-5 years</th>
<th>6-15 years</th>
<th>≥16 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>76 (68%)</td>
<td>47 (44%)</td>
<td>12 (27%)</td>
<td>135</td>
</tr>
<tr>
<td>Male</td>
<td>35 (32%)</td>
<td>60 (56%)</td>
<td>32 (73%)</td>
<td>127</td>
</tr>
<tr>
<td>TOTAL</td>
<td>111</td>
<td>107</td>
<td>44</td>
<td>262</td>
</tr>
</tbody>
</table>
Rationale – Faculty Leadership

- Department Chairs
  Female, 3/23
  13%

- Deans
  Female, 0/6
  0%

- Office of the President
  Female, 4/14
  29%
Questions

1. What are the reasons for the lack of females in senior faculty positions and leadership positions at UNTHSC?

2. What can we do as a group to address this issue?
**WFN Origins**

**Fall 2019**
Faculty Profile Report Presented to Faculty Senate (Dr. Claire Peel)

**November 2019**
First meeting of interested Faculty Senators (N=9) & Senate President

**December 2019**
Second meeting of Leadership Team

**January 2020**
Finalize mission statement and name: UNTHSC Women Faculty Network (WFN)

**February 2020**
UNTHSC WFN Launch Meeting

**December 2019**
Meeting with Dr. Charles Taylor (Provost) & Dr. Claire Peel (Faculty Affairs)
Group officially under Office of Faculty Affairs

**January 2020**
UNTHSC WFN Launch Meeting

**February 2020**
UNTHSC WFN Website Launched

FUTURE
WFN Leadership Team

Caroline Rickards, PhD  
GSBS

Hongli Wu, PhD  
SCP

Dana Litt, PhD  
SPH

Veda Womack, MBA, PA-C  
SHP

Didi Ebert, DO  
TCOM

Nathalie Sumien, PhD  
GSBS

Jin Liu, PhD  
SCP

Melissa Lewis, PhD  
SPH

Misti Zablosky, PhD  
SHP

April Wiechmann, PhD  
TCOM
WFN Structure

Leadership Team
N=10; 2 faculty from each school & college

Meet: once/month

GSBS

SPH

SHP

SCP

TCOM

Departmental Liaisons
1-2 faculty per Department

Meet with women faculty within each Department: once/quarter; ad hoc

Meet with Leadership Team: once/quarter

VOLUNTEERS NEEDED
Potential WFN Initiatives

Workshops & Symposia

• Imposter Syndrome
• Unconscious Bias
• Microaggressions
• Time & Priority Management
• Learning to say “no”
• Giving and receiving feedback
• Conflict Management
• Promotion and Career Advancement
• Negotiation Skills
Potential WFN Initiatives

Leadership Training

• All faculty, with a focus on differences in leadership styles and approaches for women and men

Mentoring Program

• All faculty across career stages
• Potential collaboration with the Early Career Development Council (ECDC)
Potential WFN Initiatives

“Women Faculty of Influence” Seminar Series

• Invite women faculty who have succeeded in their discipline to speak with UNTHSC faculty about their career path and experiences (across all UNTHSC disciplines)

• Examples:
  • UNT System Chancellor – Lesa Roe
  • UNTHSC Vice Provost – Dr. Claire Peel

• 2-4 times/year, with speakers from within and outside UNTHSC
Potential WFN Initiatives

Successful UNTHSC Women Faculty

• Profile every month on the WFN website and through social media

Research Project

• Develop a survey for faculty to investigate the barriers for Promotion and Tenure, and career advancement, particularly for women at UNTHSC

• Why are there so many women Associate Professors, but so few Full Professors?
Potential WFN Initiatives

Diversity in Hiring Position Statement

- Develop a position statement from the WFN to encourage diversity in hiring practices at all levels at UNTHSC.
- For example, for every search at every position, at least one women should be on the list of viable candidates (i.e., interviewed). If not, the search should continue.
Needs Assessment from You

• The WFN needs your input to develop a program that suits your needs as faculty

• What can we do to help
  • Ensure you stay at UNTHSC?
  • Advance your career at UNTHSC?
  • Develop leadership opportunities at UNTHSC?

• Round Table Discussions
Thank You!

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