Major Goal: “The Lifecycle of a Female Faculty Member”

The Council is collaborating broadly at a time when the university as a whole seeks to improve the generation and usability of institutional data. We have set as our primary goal a quantitative and qualitative understanding of what we are calling “The Lifecycle of a Female Faculty Member.” Our ongoing research will allow data-based recommendations and assessments.

Background Research and Collaboration

Our first step has been to understand what data is available or might be made available through current offices and forward-looking initiatives. Over the course of the year, we have partnered with The President’s Advisory Council on Women (PACW) and the Leadership, Community and Values Initiative (LCVI). The former generated administrative pipeline data for us, the latter added questions on child- and eldercare to its catalyst survey.

Throughout the year, we met with administrators who alerted us to available resources and discussed future possibilities. Those graciously sharing their expertise included Mindy Kornberg, Vice President of Human Resources; Luis Fraga, Associate Vice-Provost for Faculty Advancement; Prudence Miles, Director, Equal Opportunity/Affirmative Action; Shirley Runkel, Director, Academic Human Services; and Randi Shapiro, Assistant Director of Work/Life. At most meetings Kate Quinn, Director, UW Balance, shared expertise as an invited guest.

Data Collection

Having identified possibilities and gaps, the Council developed an academic lifecycle survey that was circulated to all voting faculty in the Spring. The survey included quantitative measures along with extensive invitations for narrative explanation.

Data Analysis

In the coming year, we will be analyzing that data in order to model the current situation and generate goals for the future.