

# **Higher Education: A gender-inclusive culture?**

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- “The danger is that coeducational institutions will continue to be in the future as the vast majority have been in the past – institutions for men, with requirements set at a man’s pace and to meet his needs, where women are admitted, rather than institutions which provide with equal readiness, ingenuity, and enthusiasm courses for both sexes.”

(Lois Mathews, 1915)

# History Repeats Itself?

- Women in Higher education

1870	21%
1890	35%
1920	47%
1930-1950	21%
2012	55-60%

- Reasons for changes
- Treatment of women

# Leadership Positions

- CEOs of Fortune 500 companies
  - 18 of 500 in 2012
- US Senate
  - 17 out of 100
- Full Professors
  - 18%

# American Association of University Women

“What women need to do is raise each other up and trust each other and let the younger generation see us doing it so that they might have that example to go by.”

Naomi Plant, AAUW's MTSU chapter president, 2006

# Tenure

Tenure is tied to the notion of being a professional who has internal control of his or her work and autonomy; professionals are granted freedom from external accountability and control in exchange for serving the greater public good.

# Issues Commonly Mentioned by Women in Tenure Track

- Colleague's perception of your time?
- Timing of Family?
- Personal Environment?
- Contingent Faculty Members
  - The new deficit model?

# Questions to Discuss

- Are women still the deficit model?
- How can women move into leadership?
- Are women treated equally to the same opportunities as men?
- How can existing traditions that hinder the minorities be addressed?
  - which ones?



# Questions to Discuss

- How can we support Contingent Faculty Member?
  - Should we?
- How do we remove the threat a professor perceives to their tenure from the University's use of CFMs ?
- Are there more ways to handle the front-end demands of tenure?
- What about offering part time tenure?
- STEM vs. STEAM
  - How does this discussion fit with the academic paradigm shift?