RECOMMENDATIONS

Roe Bubar, J.D.
Professor
Ethnic Studies Department/School of Social Work
“We know from research that when change is proposed particularly arising from reports like these, there is organizational resistance particularly to the message being presented and the people presenting the message – especially if we are not attentive to our own desire to resist change.”

-Bridges, 2009
Recommendations

- Study on campus climate and experiences of women faculty
- Created to address change on a systemic and structural level for everyone
- Based directly on each area of the findings
- Various groups across campus are already working to address many of the recommendations from this project
- Upcoming dates set for upcoming session on recommendations
Recommendations Guided by **ACT**
Primary Recommendation

- Bring in an outside consultant;
- Expertise in organizational change; and
- Gender equity in higher education
- An expert can assist us in prioritizing specific recommendations

For example: Recent data in this area suggests increasing the numbers of women faculty in leadership does not necessarily make a difference in pay equity or campus climate
Specific Recommendations

■ 1. Address our Current Leadership Model by Developing Accountability Measures and Training Opportunities for Chairs, Heads, Deans and Upper Administration

■ 2. Develop Plans to Ensure Gender-Related Concerns are Adequately Resolved and Complainants are Protected. Ensure Complaint Processes are Known, Accessible and Understood

■ 3. Review and Identify Unit, College and University Policies and Procedures that Adversely Affect Women Faculty Across Rank and Appointment
Specific Recommendations

■ 4. Revise and Audit Faculty Evaluation Protocols and Annual Processes to Better Account for Potential Gender-Bias

■ 5. Review and Ensure University Policies are Consistent and Account for *NTT Faculty as Disproportionately Vulnerable* to Gender Bias and Associated Inequities

■ 6. Centralize and Apply Parental Leave Policies to Ensure Benefits are *Consistently Applied* and Work to Further Refine and Develop the Policy
Specific Recommendations

- 7. Ensure all Rationales for Formulas for *Salary Equity* (merit, promotion, equity etc.) are known and Salary Equity is Advocated for *Beyond the Unit Level* and Across Appointment Types

- 8. Ensure Search Processes are *OEO Compliant* and Promote Faculty Advancement Opportunities *Inclusive of Women and Diverse Faculty*

- 9. *Audit Service* Contributions of Faculty and Create Adequate *Measures of Service* and Processes to Credit Faculty for Service Work
Moving Forward

- Efforts are currently **underway**
- **Each of us** are critical in this effort
- Changing campus climate is more a **process** & less an event
- Working on a **structural** level is most critical
- We **listened** to what women faculty said about thriving and that is a really important take away. What makes all of us thrive are:
  - Functional and Equitable Units
  - Supportive Colleagues
  - Effective Leadership
  - Validation & Acknowledgment for Our Work & Contribution to CSU
Everybody is sitting around saying, ’Well, jeez, we need somebody to solve this problem of bias.’ That somebody is us. We all have to try to figure out a better way to get along.

-Wilma Mankiller
“Change is hard but it’s what we do and after all, not changing is even harder.”

- President Tony Frank, 2016