

Committee on Faculty Respect, Inclusion, and Fairness

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Formation and Purpose

The Ad Hoc committee was created to address issues of professional respect among faculty, particularly around issues of gender. The committee quickly realized that the issues of respect, inclusion and fairness were broad issues that were specific to and transcended gender. The committee felt these issues were necessary to address to ensure our competitive standing among business schools, today and in the future. Thus, we collectively decided to name the committee the Faculty Committee on Faculty Respect, Inclusion, and Fairness.

Data Collection and Activities

- **Survey**
 - We devised and administered a survey to all faculty and grad students that was designed to produce both qualitative and quantitative data. 117 people responded, including 24 junior-faculty, 44 tenured-faculty members, 6 non-tenure track faculty, and 43 PhD students, 62% male.
- **Group Discussions**
 - We held four group discussions, three with faculty and one with doctoral students. To ensure comfort in discussing ideas, we met separately with junior and senior faculty
- **Examined CBS data**
- **Met with Ombuds Office**

Analysis of Survey, Discussions, and Data: CBS has SERIOUS problems with respect, inclusion, & fairness

- 10% of women report assault or harassment; 15-22% more women than men report experiencing discrimination
- Women report a higher administrative burden than men and more concern about speaking out and being listened to
- Junior women report they are less likely to have senior advocates
- No large gap in teaching experience across gender: junior women report spending more time, but senior women are less stressed
- Concern expressed about male/female interactions in the current environment & impact of hiring targets on perceptions
- Hard to examine underrepresented minorities due to small numbers
- While these are the perceptions of respondents, they are consistent with larger scale surveys elsewhere and show appreciable problems

Analysis of Objective Data: Women Face Barriers at CBS

- Since 2005, No female division chairs. Only 1% of Exec Committee and 11% of P&T were women, though 29% Curriculum Instructional Committee (CIC)
- Better representation in appointments to Senior Vice Dean, Vice Dean
- Share of tenured women at the school has changed little since 2003, growing from 11% to 13%.
- Women represented 28 percent of untenured hires (33% in the last four years)
- Tenure rate for women is higher than for men, but tenure time is almost a year longer
- Despite junior hiring, only 9% of tenured hires were women and tenured women leave the school at a much higher rate than tenured men
- Not much progress in hiring underrepresented minorities recently

Recommendations

Values

- Values statement that embodies our commitment to producing a respectful, inclusive, and fair environment for all faculty and doctoral students

Support

- Hiring goals and process improvements to hiring and promotion/mentorship
- Plans for more diverse representation in elected leadership positions
- Financial Support: dependent care at conferences & parental leave for PhD students
- Training: Diversity intervention for faculty & leadership training for Division Chairs
- Ombuds: Business School specific (if possible) or access university services
- Ensure more equal distribution of administrative burdens across faculty

Oversight

- Standing Committee with specific tasks and objectives
- Data collection: Objective data and survey data as part of annual faculty survey