

Brody Women Faculty Committee

~Thematic analysis of concerns received during the July 17th 2018 meeting~

Analysis and report by Nkaze Chateh Nkengtego, PhD

Summary of analysis process

Overall, frequency of occurrence was used to determine the themes in the concerns presented in the questionnaire. Each question in the questionnaire was analyzed separately. For example, question one asked, “list 3 concerns that you have regarding women’s issues at Brody School of Medicine”. First, all the concerns presented, for that question, were typed in a Word document. Secondly, during the input of the concerns in the Word document it became evident that some concerns were shared by multiple respondents. Consequently, concerns with a frequency of five mentions were designated as a top concern. Lastly, once the top concerns were determined, the same process was used to analyze the proposed solutions presented for each of the top concern.

Data on respondents

Total number of respondents: 29

Total number who agreed to serve on sub-committee to address issues: 18

Total number who do not want to serve on sub-committee to address issues: 8 (3 gave no answer)

Total number who responded to Roper Concerns List: 19

Top 5 concerns regarding women’s issues at Brody School of Medicine

1. Few women in leadership roles.
2. Salary inequity.
3. Lack of childcare resources for parents.
4. Unfair treatment in tenure and promotion processes.
5. Lack of mentorship opportunities.

Expectations for BWFC in responding to concerns

1. Present concerns and solutions to Brody Administration.
2. Be an advocate for women’s issues.
3. Be a safe space for concerns to be expressed.

Table of Top 5 Concerns and Proposed Solutions

Concerns	Proposed solutions
Few women in leadership roles	<ul style="list-style-type: none"> • Positively selecting women for leadership positions • Reword job postings with language aimed to draw female applicants • Offer leadership programs face-to-face and online
Salary inequity	<ul style="list-style-type: none"> • Clearer guidelines/rules for raises and/or policy to rectify inequity with available funds • Conduct salary survey and make corresponding adjustment • Pulling pay scales up to AAMC standards • Use amount of time spent and productivity as bases of making salaries equitable
Lack of childcare resources for parents	<ul style="list-style-type: none"> • Adopt policy that provides flexibility as well as paternity leave • Provide childcare options and/or partner with Vidant childcare facilities • Lobby the state for better benefits for parents
Unfair treatment in tenure and promotion processes	<ul style="list-style-type: none"> • Greater oversight in faculty evaluation process • If disparity exists between men and women evaluation, an explanation should be given to all faculty • Re-evaluate women faculty who are due for promotion
Lack of mentorship opportunities	<ul style="list-style-type: none"> • Develop/improve formal mentoring system • Pair new faculty with experienced faculty inside or outside of department • Mentorship meetings

Response to Roper Concerns List

1) Representation of women faculty in Brody by rank and tenure status.

- More data is needed for better understanding of issue.
- Representation should include all diversity.

2) Retention of women faculty.

- Retention is university-wide.
- More data should be gathered to determine if it is gender-specific.

3) Job ads to have language encouraging women and minorities to apply.

- Job ads should have such language if it is not already being done.

4) Training in diversity and bias for committees, e.g. Brody P & T Committee.

- If no training already exists, there should be training for all committees involved in decisions about faculty.
- Training should be encouraged/required for any appointed or elected position.
- Training could be done face-to-face versus online.

5) Sexual harassment in science and academia and the new study by the National Academy of Science.

- This topic did not generate many comments. The overall consensus from the few who responded is that it is a topic to look into if this is a concern.

6) Child care that was brought up in September by BWFC meeting.

- A big issue that needs to be addressed.