

Improving the Status of
Women University Faculty:
Perspectives from
the XY Chromosome



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Women in Higher Education:

I have Never Been a Woman So Why Would I know anything about this topic?

- Much that I do not know, *because* I have never been a woman, but...
 - 50 years experience in academia
 - 127 Female Doctoral Students (dissertation committees)
 - Research publications with 58 female researchers
 - Conducted Research on mentoring women vs. men
 - Experience on tenure and promotion and recruitment committees
 - Experience recruiting faculty
 - Experience establishing a major university's public policy school
 - Service as *the* man on NSF Advance Committees
 - “Love Knowledge”: I have women friends and family that I Love

What Are Some Reasons for Being an Intentional Advocate for Women in Higher Education (and other workplaces)?

- Perhaps you can catch a career tidal wave and ride it?
- Perhaps doing so aligns with your concept of morality and human decency?
- Developing S&T Human Capital (policy commitment). Why throw away half a nation's talent????

Year	Male	Female
2010	50.80%	49.20%
2011	51.33%	48.67%
2012	51.00%	49.00%
2013	50.56%	49.44%
2014	49.44%	50.56%
2015	50.28%	49.72%
2016	49.94%	50.06%
2017	50.53%	49.47%
2018	49.95%	50.05%
2019	49.52%	50.48%
2020	48.87%	51.13%
2021	50.17%	49.83%

There is Progress: U.S. College Professor Gender Ratio By Year

1980: 19.6%
1950: 8.6%

**Percentage of Women attending college
in 1950: 1.2%**

Maybe Worry About Minorities?

US College Professors by Race

Note: Many Professors
NOT American Citizens



White	66.3% (75% US population)
Asian	11.3% (7% of US population)
Hispanic or Latino	10.1% (19% of US population)
Black or African American	7.1% (15% of US population)
Unknown	4.9%
American Indian and Alaska Native	0.3% (3% of US population)

College Professor Gender Pay Gap

Women Earn 94¢ For Every \$1 Earned By Men

As of 2021, only 35% of female tenure/tenure-track faculty were classified as Full Professors, compared with 51% of male tenure/tenure-track faculty.

Research conducted by the National Academies of Sciences, reported that over 58% of female faculty and staff members experienced some form of sexual harassment.

46% Women in “contingent” positions, 35% of men

Let the Story Telling Begin!



Story: We Only Include the Best!

Version 1: Israeli National Planning Board

Version 2: Economics Departments

Version 3: Intersectionality at ASU School of Public Affairs



Stories: Women are Not Always Your Friend

“The Tragedy of the Exclusionary ADVANCE”

“The Case of the All-Male Doctoral Committee”



“The Dressing Down of Women”

Story: What Can We Do About Attribution Error?

Do people dislike me because I am a woman, because I am Hispanic, because I am their boss, or because I am a jerk?

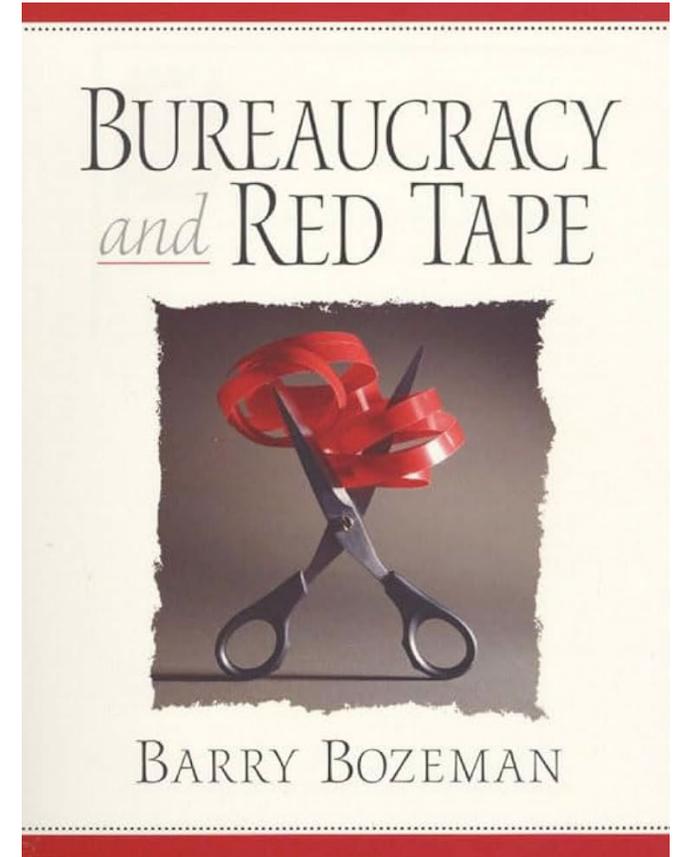


Stories: What Can Men Do to Help Women?

Try Breaking the Rules

- **Prelude: The Case of Organizational Phantoms**
- **The Case of the Culture Class Sex Harassment in the Grad Pool.**
- **The Case of Draconian Parental Leave Policy**
- **The Case of the Indigent Secretary**
- **Counter-Example: The Case of the Culturally Challenged Doctoral Mentor**

Chapter 8: It's better to ask for forgiveness than seek permission



What could possibly be more important than gender match in mentoring?

The MATCH between the Mentor's Endowments and Protégé's Preferences

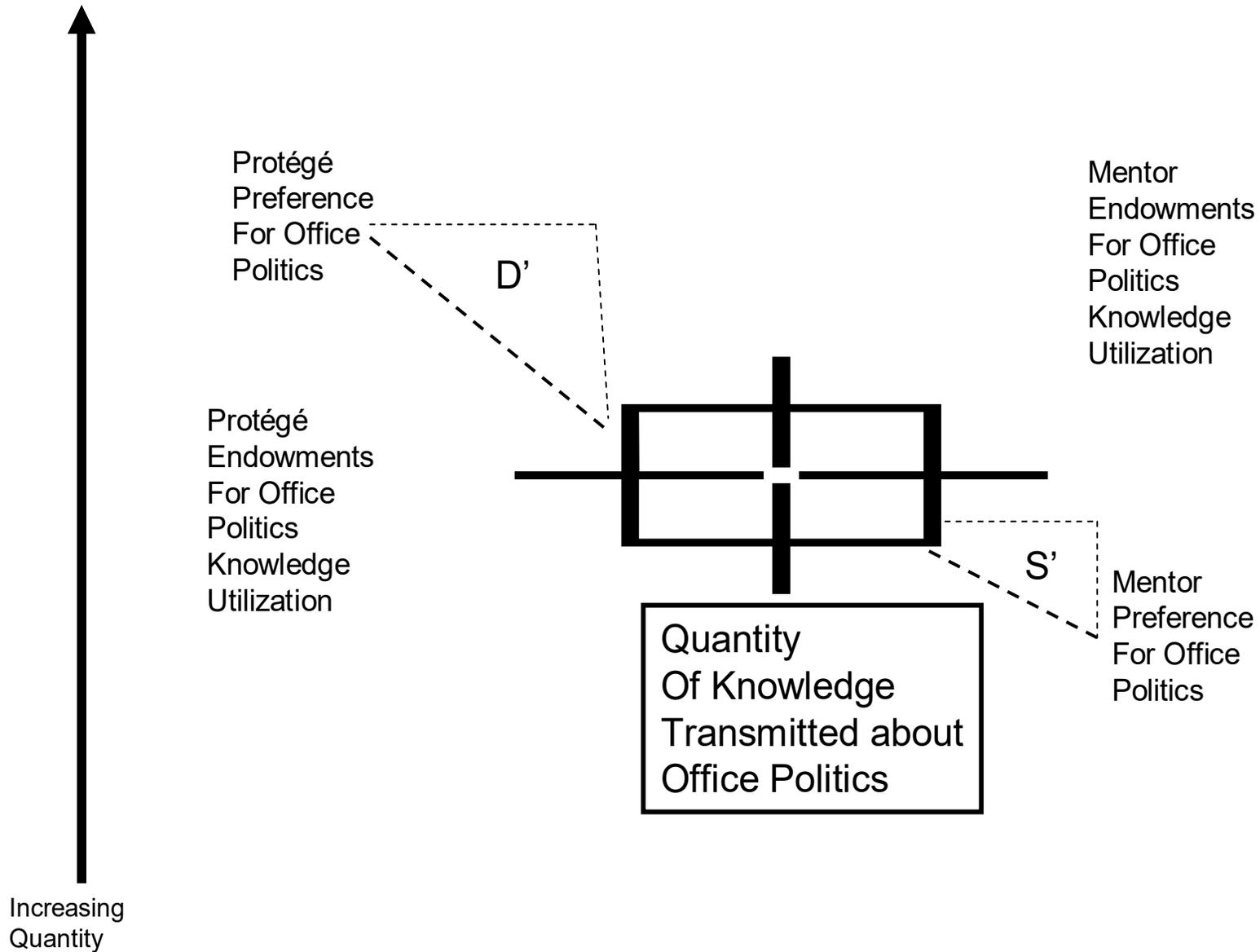


Figure. Effectiveness Concept for “Good of Fit” Mentoring Theory

Table: Illustrative Matching of STEM Mentor and Protégé Preference

	Mentor “M”	Protégé “P”
Mentoring Preference Variables		
Work Orientation		
Task-Oriented	H	H
Socio-Emotional	L	L
Team-Focused	H	L
Teaching Orientation		
Directive	H	H
By Example	M	M
Indirect (metaphors, stories)	L	M
Spontaneity	M	M
Learning Preference		
Active	H	H
Absorptive	L	L
Team not individual	L	M
Content Preference		
Research skills	M	M
Network ties	H	H
Formal knowledge	M	H
Research equipment operation	L	H
Project management	L	L
Placement-focused	M	M
Personal Attributes		
Gender match	H	M
Race match	L	L
National origin	L	L
Matched personal (non-work) interests	M	M

Research on Gender and Mentoring: Highly Inconclusive, but my Favorite: Sosik, J. J., & Godshalk, V. M. (2000). The role of gender in mentoring: Implications for diversified and homogenous mentoring relationships. *Journal of Vocational Behavior*, 57(1), 102-122.

- M/M (n)
- M/F (n)
- F/F (n)
- F/M (+)
- BB/AS (+)



Stories: But Gender Can Be Important in Mentoring

- **Bozeman John Wayne Question**
- **Job Bargaining**
- **Paycheck Provider Problem**
- **Conference Shadowing**

