

Women Faculty Network (WFN)

“Launch Meeting”

February 21, 2020



UNTHSC
DIVERSITY WEEK
FEB 17 - 22, 2020

Mission Statement

Support recruitment, retention, and advancement of female faculty at UNTHSC

Engage all faculty on issues related to the advancement of female faculty at UNTHSC

Congratulations – Dr. Knebl!



Dr. Janice Knebl, DO

- Interim Chair & Professor, Internal Medicine & Geriatrics, TCOM
- Only current female **Regents Professor** at UNTHSC!

WFN Origins

Fall 2019

Faculty Profile
Report Presented
to Faculty Senate
(Dr. Claire Peel)



Rationale – All Faculty

Number of Full-time Faculty by Sex/Gender & Tenure (N=262)			
Tenure Status	Female	Male	Total
Tenured	22 (28%)	58 (72%)	80
Tenure Track	20 (63%)	12 (37%)	32
Non-tenure track	93 (62%)	57 (38%)	150
TOTAL	135 (52%)	127 (48%)	262

Rationale – All Faculty

Sex/Gender by Rank (N=262)

Sex/Gender	Instructor	Assistant Professor	Associate Professor	Professor	Regents Professor	Research Assistant Professor	Research Associate Professor	TOTAL
Female	11 (92%)	66 (66%)	35 (51%)	13 (24%)	0 (0%)	9 (56%)	1 (100%)	135 (52%)
Male	1 (8%)	34 (34%)	34 (49%)	41 (76%)	10 (100%)	7 (44%)	0 (0%)	127 (48%)
TOTAL	12	100	69	54	10	16	1	262
% of Total Faculty	4.6%	38.2%	26.3%	20.6%	3.8%	6.1%	0.4%	100%

Sex/Gender & Years of Service (N=262)

Sex/Gender	0-5 years	6-15 years	≥16 years	Total
Female	76 (68%)	47 (44%)	12 (27%)	135
Male	35 (32%)	60 (56%)	32 (73%)	127
TOTAL	111	107	44	262

Rationale – Faculty Leadership

Department Chairs

Female, 3/23
13%

Office of the President

Female, 4/14
29%

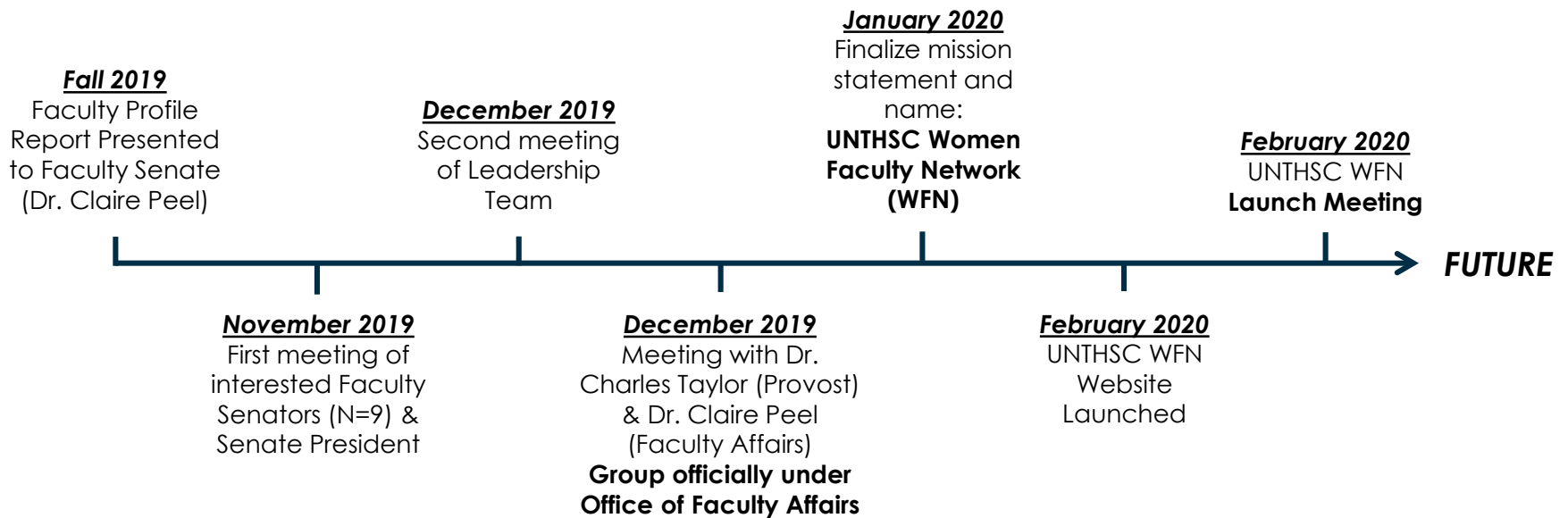
Deans

Female, 0/6
0%

Questions

1. What are the reasons for the lack of females in senior faculty positions and leadership positions at UNTHSC?
2. What can we do as a group to address this issue?

WFN Origins



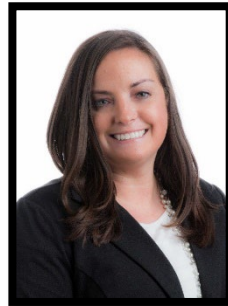
WFN Leadership Team



Caroline Rickards, PhD
GSBS



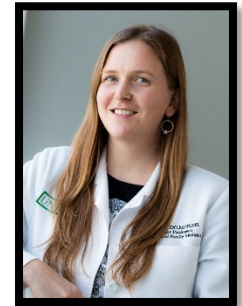
Hongli Wu, PhD
SCP



Dana Litt, PhD
SPH



Veda Womack, MBA, PA-C
SHP



Didi Ebert, DO
TCOM



Nathalie Sumien, PhD
GSBS



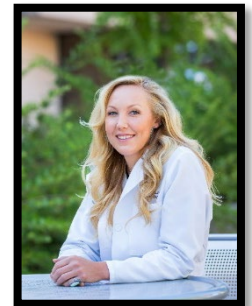
Jin Liu, PhD
SCP



Melissa Lewis, PhD
SPH

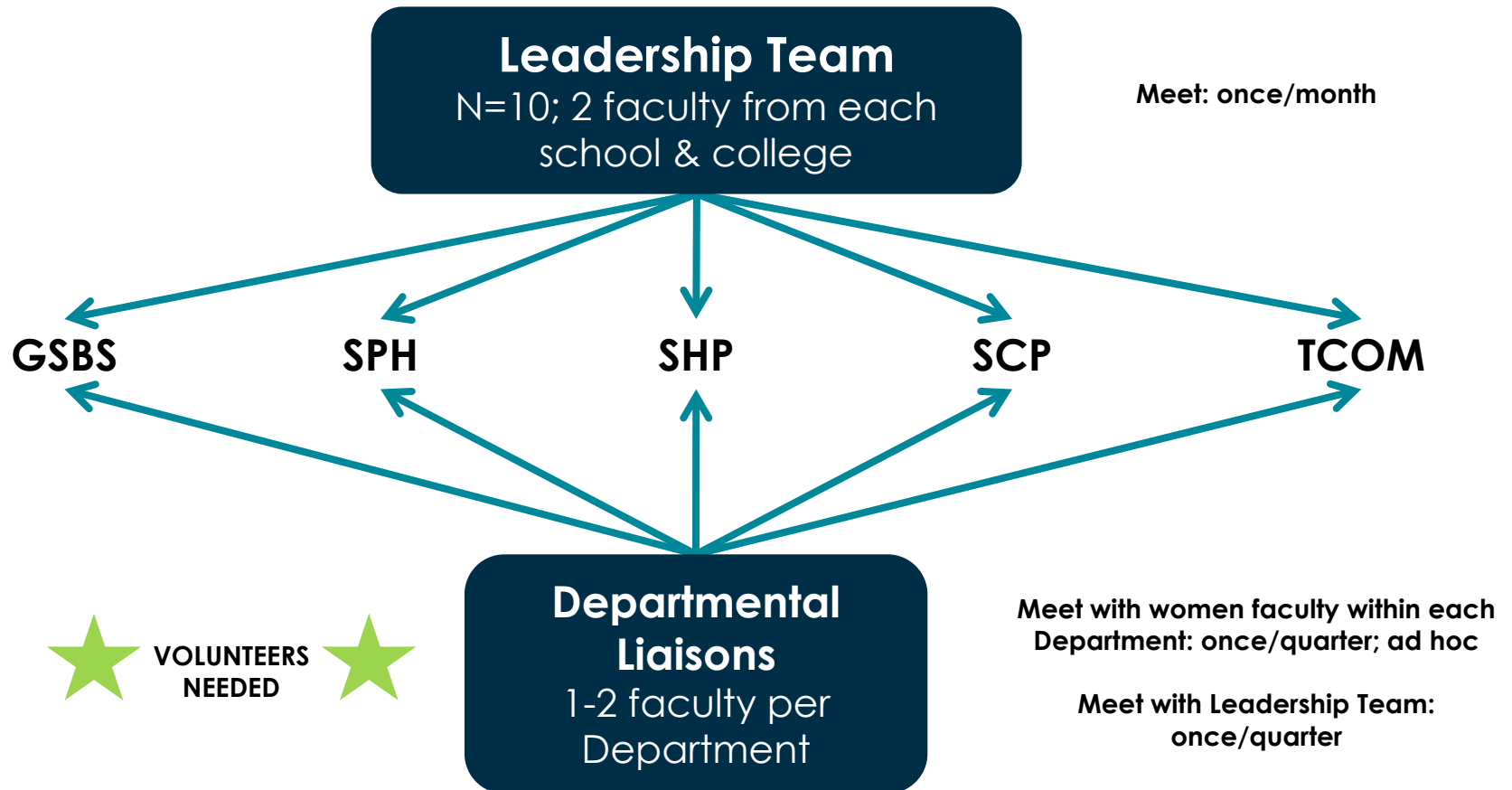


Misti Zablosky, PhD
SHP



April Wiechmann, PhD
TCOM

WFN Structure



Potential WFN Initiatives

Workshops & Symposia

- Imposter Syndrome
- Unconscious Bias
- Microaggressions
- Time & Priority Management
- Learning to say “no”
- Giving and receiving feedback
- Conflict Management
- Promotion and Career Advancement
- Negotiation Skills

Potential WFN Initiatives

Leadership Training

- All faculty, with a focus on differences in leadership styles and approaches for women and men

Mentoring Program

- All faculty across career stages
- Potential collaboration with the Early Career Development Council (ECDC)

Potential WFN Initiatives

“Women Faculty of Influence” Seminar Series

- Invite women faculty who have succeeded in their discipline to speak with UNTHSC faculty about their career path and experiences (across all UNTHSC disciplines)
- Examples:
 - UNT System Chancellor – Lesa Roe
 - UNTHSC Vice Provost – Dr. Claire Peel
- 2-4 times/year, with speakers from within and outside UNTHSC

Potential WFN Initiatives

Successful UNTHSC Women Faculty

- Profile every month on the WFN website and through social media

Research Project

- Develop a survey for faculty to investigate the barriers for Promotion and Tenure, and career advancement, particularly for women at UNTHSC
- Why are there so many women Associate Professors, but so few Full Professors?

Potential WFN Initiatives

Diversity in Hiring Position Statement

- Develop a position statement from the WFN to encourage diversity in hiring practices at all levels at UNTHSC.
- For example, for every search at every position, at least one women should be on the list of viable candidates (i.e., interviewed). If not, the search should continue.

Needs Assessment from You

- The WFN needs your input to develop a program that suits your needs as faculty
- What can we do to help
 - Ensure you stay at UNTHSC?
 - Advance your career at UNTHSC?
 - Develop leadership opportunities at UNTHSC?
- Round Table Discussions

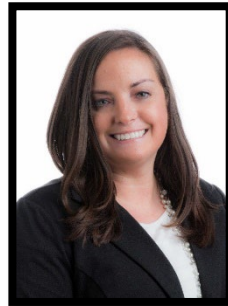
Thank You!



Caroline Rickards, PhD
GSBS



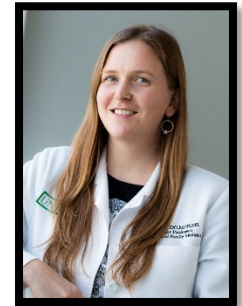
Hongli Wu, PhD
SCP



Dana Litt, PhD
SPH



Veda Womack, MBA, PA-C
SHP



Didi Ebert, DO
TCOM



Nathalie Sumien, PhD
GSBS



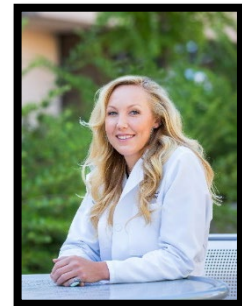
Jin Liu, PhD
SCP



Melissa Lewis, PhD
SPH



Misti Zablosky, PhD
SHP



April Wiechmann, PhD
TCOM