

Equity in Awards Task Force Report, PPCW, July 2019

1. **Chair:** Julie Carpenter-Hubin, Asst VP IRP **Members:** Caroline Crisafulli, Dir of Innovation/ADVANCE; Shannon Winnubst, Prof and Chair of WGSS
2. **Charge:** Provide follow-up answers to questions about equity in awards data generated in 2018.
 - a. What accounts for inequity in awards? (How do the demographics and differences in rank by gender and by college impact awards? Are women receiving the same amount of research funding as men? Are awards likely to go to senior researchers and therefore delays to promotion matter? Should we establish pipeline awards?)
3. **Process/Activities:** We determined that this analysis would focus on male and female faculty only, as the small number of OSU faculty who do not categorize themselves as either male or female makes awards to other genders problematic to evaluate in a statistically meaningful way. We then identified variables that might legitimately play a role in the number of research-based awards available to individual faculty: rank, discipline, and research productivity. OSU data were used for rank and discipline; research productivity is measured using the Academic Analytics Scholarly Research Index, recalculated with award information removed. This variable is referred to below as the *FNI (Faculty Non-award Index)*. Our analysis examined the degree to which gender, rank, discipline, and FNI predicted the number of national awards a faculty member had received.
4. **Results/Findings:** Gender alone was not a significant predictor of awards received ($p = .704$). Academic rank, faculty scholarly productivity, and college – factors previously identified as potential sites of gender disparity at OSU – are important factors in predicting awards. Thus these factors may also be important in accounting for gender disparities in awards. Our analysis found that Academic rank ($p < .001$) and FNI ($p < .001$) were both highly significant, while college was marginally significant ($p = .041$).^{*} It is important to note that the marginal (as opposed to high) significance of college is to be expected, as the FNI already accounts for academic discipline and thus captures between-subjects variance related to college. Drilling down to look at awards designated as prestigious or highly prestigious did not reveal significant differences by gender, but again did disclose significant differences by rank and college.

Distinguished Scholar Awards are correlated with a higher FNI, but appear to be a lagging rather than a leading indicator.

5. **Recommendations:**
 - a) President and Provost ask Office of Institutional Research & Planning to determine whether faculty research funding differs by gender, after controlling for discipline and years of service.
 - b) President and Provost ask Office of Institutional Research & Planning to examine whether fewer awards per faculty member are granted in disciplines with a higher percentage of female faculty, and if so, we highly recommend that OSU lead work with other AAU institutions to develop greater levels of recognition in those fields.
 - c) President and Provost implement strategies to enhance the ability of women faculty at OSU to progress in rank in a timely manner. These might include the following:
 - Special assignments that relieve mid-career faculty of teaching responsibilities for a semester in order to focus on research;
 - Inclusion of assessment and report on advancement and awards for women faculty in Deans' annual reports;
 - Addition of OSU faculty member external to the relevant department in department tenure and promotion discussions (similar to Graduate School external member on dissertations).