Underrepresentation of Women in the G.R. Brown Teaching Awards

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Project Overview

- Few women winners overall (3 of 28)
- Women underrepresented as winners compared to faculty
- No women (0 of 28) in Natl Sci or Engineering as winners
- Underrepresentation of winners from Natl Sci and Eng compared to faculty
- Winners in Natl Sci and Eng teach “big” classes
- Statistically significant regression of winner to gender and 
  #UG students/semester
- Recommendations for improvements given

G.R. Brown Teaching

Award

- Established in 1967
- Most prestigious teaching award
- Monetary compensation
- 7 winners each year
- Tenured and tenure-track faculty eligible

Selection Process

- Alumni out 2 and 5 years nominate up to 3 faculty members
- Winners are faculty with most votes
- Published process to “retire” routine winners and “spread out” awards for routine, non-retired winners

Alumni Participation

- Alumni response rate is low: 11-14%
- 150-175 different faculty nominated
  ~25% of faculty are in “top 3”
- Winners receive 10-30 votes
- No demographic data on alumni who respond

Data Collection

- Faculty: OIR data back to 1999
  Ideally need data to 1991; used data from 1999 and 2003
- Courses: Registrar data back to 2004
  Ideally need data to 1991; used all available

Results

Faculty Characteristics

- 25% women for ALL ranks
- 16% women for Assoc and Full ranks
- Brown winners are 11% women

Women by Rank and Gender
- Non-tenure-track (NTT) faculty excluded from Brown Awards
- 31% of women faculty are Lecturers
- 13% of men faculty are Lecturers

Exclusion of NTT faculty from G.R. Brown Teaching Awards disproportionately disadvantages women faculty members.

Winners Characteristics (2000-2007)

<table>
<thead>
<tr>
<th>College</th>
<th>Faculty Count</th>
<th>% Faculty of Total</th>
<th># of Winners*</th>
<th>% of Winners*</th>
<th># of Awards*</th>
<th>% of Awards*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>150</td>
<td>24</td>
<td>3</td>
<td>11</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Humanities</td>
<td>178</td>
<td>28</td>
<td>10</td>
<td>38</td>
<td>17</td>
<td>31</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>140</td>
<td>22</td>
<td>5</td>
<td>18</td>
<td>9</td>
<td>17</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>79</td>
<td>12</td>
<td>9</td>
<td>32</td>
<td>21</td>
<td>39</td>
</tr>
<tr>
<td>Music</td>
<td>50</td>
<td>8</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Architecture</td>
<td>31</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>636</td>
<td>100</td>
<td>28</td>
<td>100</td>
<td>54</td>
<td>100</td>
</tr>
</tbody>
</table>

*Each winner counted once
*Each award counted once

Effect of Class Size

<table>
<thead>
<tr>
<th># of Students Taught by Winners and Non-Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Faculty</td>
</tr>
<tr>
<td>-----------------</td>
</tr>
<tr>
<td>Winners (n = 28)</td>
</tr>
<tr>
<td>Non-winners (n = 88)</td>
</tr>
</tbody>
</table>

Winners teach statistically significantly more students than non-winners (t-test, P=0.0005).

Considering “big” courses (50+ students) in Natl Sci and Eng
- 71% (32 of 45) of men faculty are tenured or tenure-track
- 72% (10 of 14) of women faculty are non-tenure-track

Asymmetry in rank of faculty teaching “big” courses.

Multinomial logistic regression shows that gender and 
# UG students/semester are statistically significant in predicting a winner (likelihood ratio test, P<0.05).

Why are women who teach Natl Sci and Eng absent from awards?
1. All Natl Sci and Eng faculty are underrepresented.
   • Consistent with literature
2. Women teaching larger courses in Natl Sci and Eng are non-tenure track

Recommendations

1. Increase alumni participation – improve the process
   • Online voting
   • Collect basic demographic information
   • Vote from selected list
2. Increase # of awards – recognize widespread excellence in teaching
   • 7 of 600+ faculty receive (~1%)
   • Alumni nominate 150-175 (~25%)
   • Increase to 10-25 awards (2-4%)
3. Reconsider exclusion of NTT faculty – minimize bias against NTT faculty
   • Allow 1 or 2 (of 7) to receive; more if number of awards is increased
4. Discuss a representative system – honor excellence in small Colleges
   • Music and Architecture
   • If more awards, could be done easily