

Gender Diversity of Committees NPS Inclusion & Diversity Council (IDC) Report March 2020

IDC subcommittee members and authors of this report:

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1. **ISSUE:** Committees are used as advisory groups to select candidates for positions and to nominate faculty for awards. To what extent do these committees reflect the diversity across NPS, specifically gender diversity? Without diverse and inclusive committees, there were concerns that these committees would make recommendations and selections that would not represent the diversity of NPS itself.
2. **METHODOLOGY:** The IDC collected data on all school-wide committees (not at the department level) between FY14 to FY19 for a total of 50 committees (the full list is attached in Appendix A). Three questions were asked: (1) What percentage of committee *chairs* were women? (2) What percentage of committee *members* were women? And (3) What percentage of *selectees/awardees* were women?

All three of these percentages should be compared to the NPS percentage of faculty who were women. During the time period of this study, females comprised around 25% of all faculty (total faculty = ~625 people) and 20% of tenure track (tenure track faculty = ~225 people).

3. **FINDINGS:** First, overall, female representation occurs at a slightly higher percentage than the overall faculty percentage. Fifteen out of forty-nine (31%) committee chairs were women (See Appendix B for a year-by-year graph). Seventy-three out of two hundred and forty (30%) committee members were women (See Appendix C for a year-by-year graph). Twenty-three out of eight-four (27%) selectees/awardees were women (See Appendix D for a year-by-year graph).

Summary findings by number count:

Female representation	2014	2015	2016	2017	2018	2019	Totals
Chairs	0 of 7	2 of 6	1 of 7	4 of 9	5 of 8	3 of 12	15 of 49
Members	7 of 33	11 of 27	9 of 41	10 of 42	18 of 47	18 of 54	73 of 244
Selectees	4 of 15	4 of 13	3 of 11	4 of 13	3 of 14	4 of 18	23 of 84

Summary findings by percentage:

Female representation	2014	2015	2016	2017	2018	2019	Totals
Chairs	0%	33%	14%	44%	62%	25%	31%
Members	21%	41%	22%	24%	38%	33%	30%
Selectees	27%	31%	27%	31%	21%	22%	27%

Second, based on discussions with leadership, this is to some degree *because* of the attention placed on diversity by leadership when selecting committee chairs and members.

Third, while the overall percentages are similar to the underlying demographics of NPS, this study has revealed that many of the same few women are repeatedly asked (and accept the request) to serve on committees or chair them. This, ironically, leads to a lack of diversity within the subset of female representatives on these committees. This issue seems to be a direct result of the relatively low number, in absolute terms, of female faculty members, especially within the tenure track ranks. Across the years in the study, the number of female tenure track faculty was consistently within a range of 45-50 people out of a tenure track total of 225-230 (about 20%). Narrowing down this range of 45-50 female tenure track faculty to *only* tenured professors (since assistant professors and non-tenure track faculty are less frequently asked to serve on committees), further reduces the pool and increases the burden and the representation of the remaining tenured female faculty members.

4. RECOMMENDATIONS: Based on this study, we recommend (1) NPS leadership (especially the President and Provost responsible for forming these University-wide committees, but also Deans, Chairs, and Directors who form committees within their own units) continue to emphasize diversity as an important consideration so that future committee composition continues to meet NPS diversity & inclusion goals. Additionally, we recommend (2) that NPS leadership extend committee membership and chairs beyond those who consistently volunteer or who have traditionally been committee members. Finally, we recommend (3) that NPS, through the Inclusion and Diversity Council, continue to monitor and report on this issue on a regular basis.

Reviewed and approved by Inclusion & Diversity Council on February 28, 2020.

Submitted to NPS President and Provost on March 7, 2020.

APPENDIXES:

- A: Committee Lists, by Type and by Year
- B: Percentage of Female Committee Chairs per Year
- C: Percentage of Female Committee Members per Year
- D: Percentage of Female Selectees/Awardees per Year

Appendix A: Committee Lists by Type and by Year

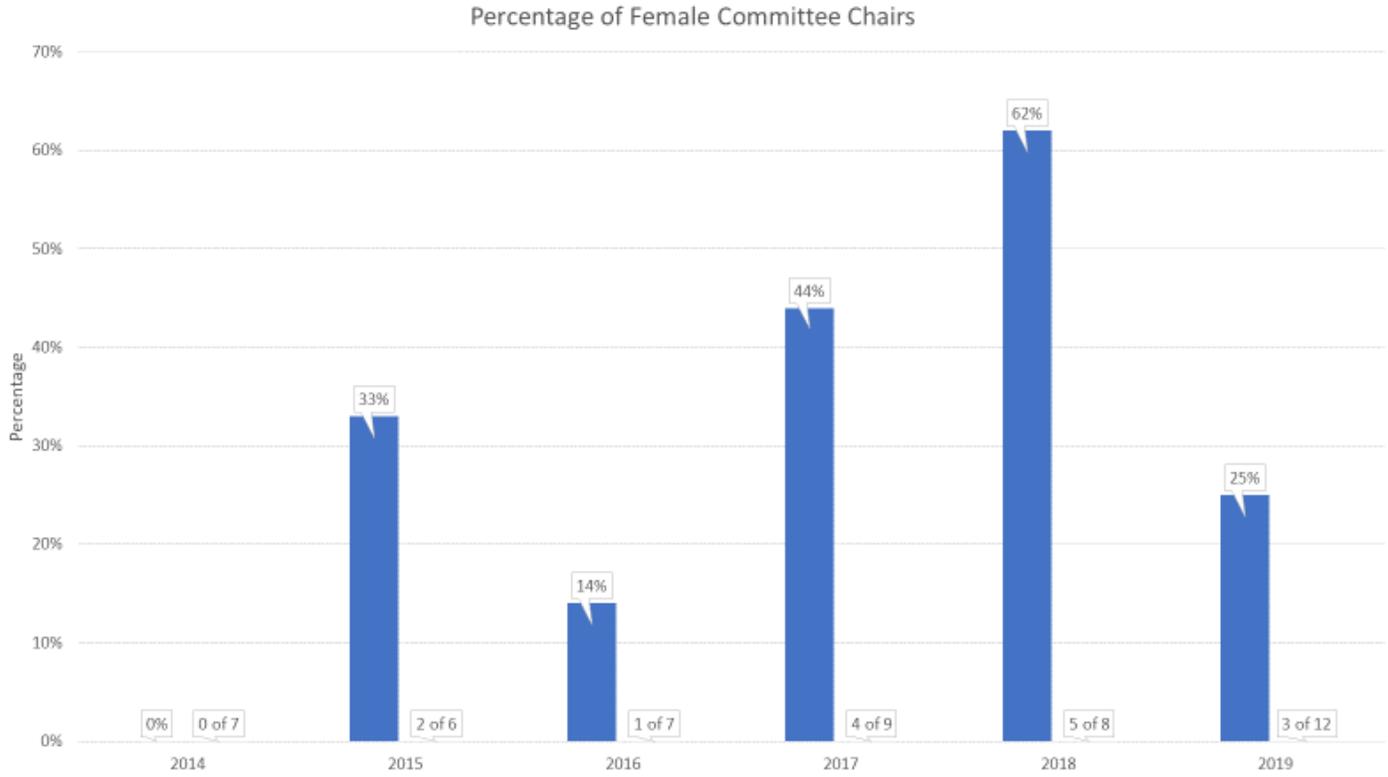
Committees by Type:

- Hamming Teaching Award: 2014, 2015, 2016, 2017, 2018, 2019
- Hamming Interdisciplinary Award: 2014, 2015, 2016, 2017, 2018, 2019
- Schieffelin Award: 2014, 2015, 2016, 2017, 2018, 2019
- Menneken Award (two awardees): 2014, 2015, 2016, 2017, 2018, 2019
- Sabbatical Review: 2014, 2015, 2016, 2017, 2018, 2019
- President Search: 2018
- Provost Search: 2016
- Vice Provost Reappointment: 2017
- Deans Appointment and Reappointment: GSEAS 2014 and 2017, SIGS 2015 and 2018, GSOIS 2016 and 2019, GSBPP/GSDM 2015 and 2018, Research 2019
- Librarian Appointment and Reappointment: 2017, 2018
- Inclusion and Diversity Council: 2018, 2019
- Directors Search: Chief Operating Officer 2019, Chief Financial Officer 2019, Director of Strategic Communications 2019, Facilities Manager 2019

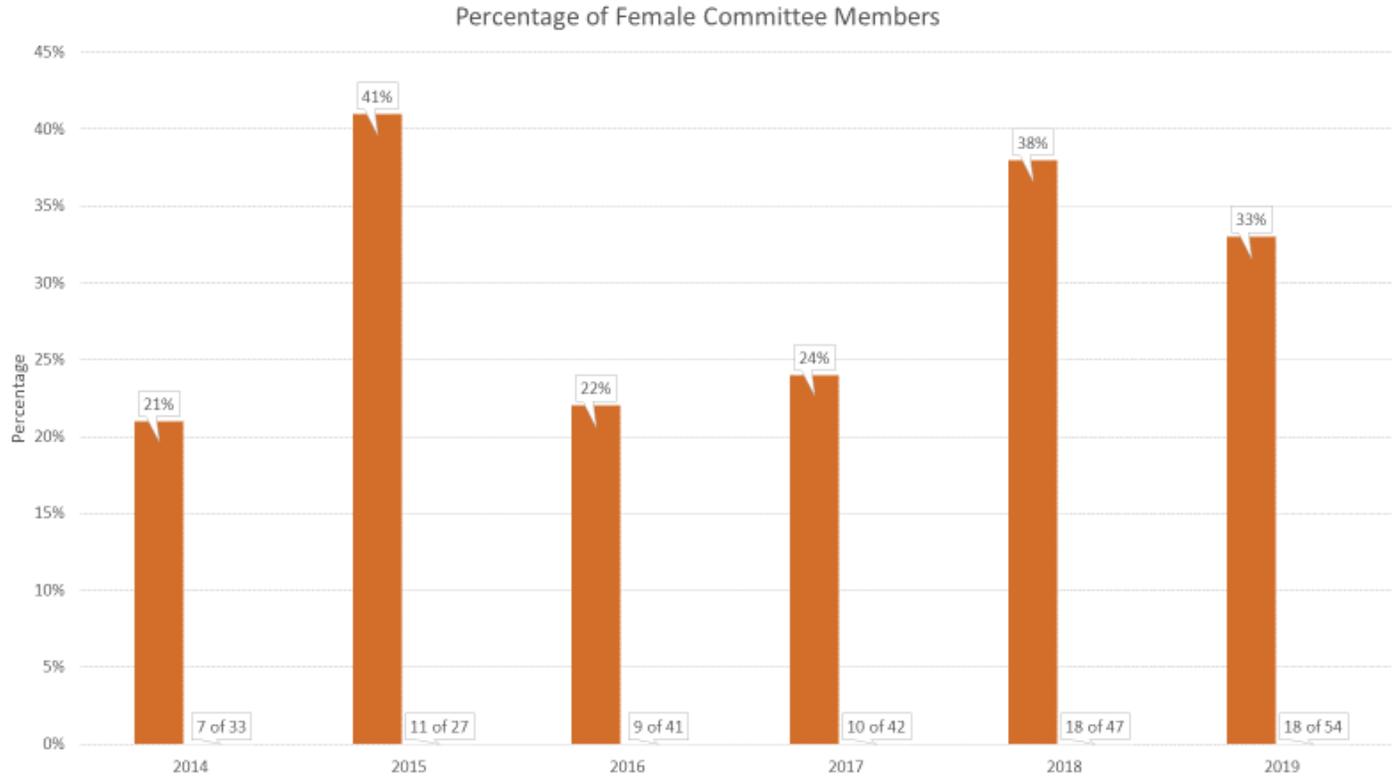
Committees by Year:

- 2014: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, GSEAS, SIGS
- 2015: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, GSBPP
- 2016: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, GSOIS, Provost
- 2017: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, GSEAS, SIGS, Librarian, Vice Provost
- 2018: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, GSBPP, President, Inclusion and Diversity, Librarian
- 2019: Hamming Teaching, Hamming Interdisciplinary, Schieffelin, Menneken, Sabbatical, Research, GSOIS, Inclusion and Diversity, Chief Operating Officer, Chief Financial Office, Director of Strategic Communications, Facility Manager

Appendix B: Percentage of Female Committee Chairs per Year



Appendix C: Percentage of Female Committee Members per Year



Appendix C: Percentage of Female Selectees/Awardees per Year

