Women’s Initiative at Duke
Women’s Initiative

• 16 member steering committee
• May 2002-June 2003
• Students
• Alumnae
• Faculty
• Employees
• Board of Trustees
A Few Key Points

• Key Words:
  – Obstructions
  – Family Friendly
  – Mentoring
  – Effortless Perfection

• 1973 co-educational
  – 8.4% of faculty (outside SoM) were women
  – Today: 23%
  – Assistant professor numbers relatively stagnant
  – Obstructions at specific points (into tt faculty and into full professorships)
Faculty-related Actions

• Parental Leave and Tenure Clock Relief
• Faculty Diversity Task Force
  – Black Faculty Strategic Initiative
Faculty Diversity Standing Committee

Data Collection Plan
Exit Interviews
Search Plans
Mentoring
Enhance Recognition
Publicity
Grassroots Networking
Financial
Pratt School of Engineering

- Growth in Faculty
  - 1992, 2 untenured
  - 1999, 2 and 3
  - 2002, 5 and 5
  - 2003, 7 and 8

Go from “good, to great!”
TOPS
Recruiting approach
Executive Leadership
Humanistic strategic initiatives
Duke’s Financial Response to the Women’s Initiative

• $1 million per year in central financial support, indefinitely, for the faculty diversity initiative to enhance the strategic hiring of women and minorities.

• An annual subsidy of $100,000 from the Dean of the Graduate School will help Ph.D. students handle child care expenses.

• Duke is investing about $2 million to expand the Duke Children’s Campus, plus $750,000 per year to support this and other offsite child care.

• Duke plans to spend an additional $500,000 during the 2003-04 academic year on capital investments in the service of campus safety.

• The Duke Endowment has provided outgoing President Nan Keohane with a $300,000 discretionary grant for her final year as president. She plans to use this grant to help establish a new undergraduate leadership program, called the Alice M. Baldwin Scholars program, in honor of the first dean of the Woman’s College at Duke (1923-47).

• Finally, part of The Duke Endowment gift will be used to support community partnerships to increase access to high-quality child care.