

THE GREAT GENDERED DIVIDE IN FACULTY SERVICE



National and institutional faculty data show that even when we control for rank, race, and discipline, women perform significantly more service than men.



Women receive more frequent requests for service than men and are asked to perform more service.



Women's service roles are often more time-consuming and less prestigious.

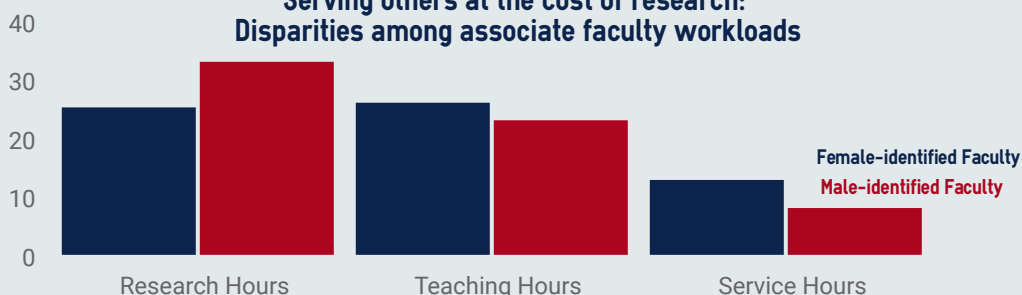


Faculty of color also do a disproportionate share of service, and this may be especially true for women of color.



While there are fewer gender differences in external service to the local, national, and international communities that enhance visibility and reputation, women do significantly more internal service to the university and department.

Serving others at the cost of research: Disparities among associate faculty workloads



75% of female associate professors had been in major service roles.



50% of male associate professors had been in major service roles.

Women faculty do not want to do more service than their male counterparts.

Women field more service requests because colleagues and administrators:

- want to diversify a committee;
- anticipate women will say "yes" to the request;
- perceive women as being good at service and teaching;
- expect women to be committed to the service activities; and
- see women as critical to caretaking and institutional housekeeping tasks.

And despite these increased service loads, women are less likely to be asked to head a department.

What can heads and colleagues do?

- Be aware of how your unconscious biases may shape who you're asking to serve the department and University.
- Carefully monitor service requests and allocations.
- Ensure an equitable and fair distribution of service, including advising loads.
- Require rotations for time-intensive service roles.
- Identify strategic opportunities for faculty building promotion cases.
- Reward faculty who take on more than their share of institutional service.
- Hold faculty who are not contributing to internal service accountable.



Extra service hinders women's academic careers as it is less valuable in tenure and promotion at research universities.



How to say "No" to requests to serve.

- "Thanks for thinking of me, let me check my calendar and I'll let you know."
- "I am committed to [project] which will have a strong impact on my promotion; I'm not taking on addition work at the moment."
- "I am at capacity for service, and am unable to sign-on for another commitment."

Weighing your options to serve.

- Avoid saying "yes" on the spot and don't make "yes" the default response.
- Say "yes" when exciting opportunities come along.
- Serve strategically – where do you want to make your mark?
- Consult mentors, heads, or chairs of P&T committee and check your calendar first.

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