Paucity of Female and URM Tenure Track Faculty ‘the numbers’

Baseline Fall 2018

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STEM Departments of WSU

Economics (Business)

Fin., Dec Sci (Business)

Aerospace (Engineering)

Biomedical (Engineering)

Electrical /Computer Science (Engineering)

Industrial Systems & Manufacturing (Engineering)

Mechanical (Engineering)

Biology (Liberal Arts &Science)

Chemistry (Liberal Arts &Science)

Geology (Liberal Arts &Science)

Math, Stats. & Physics (Liberal Arts &Science)

Psychology (Liberal Arts &Science)

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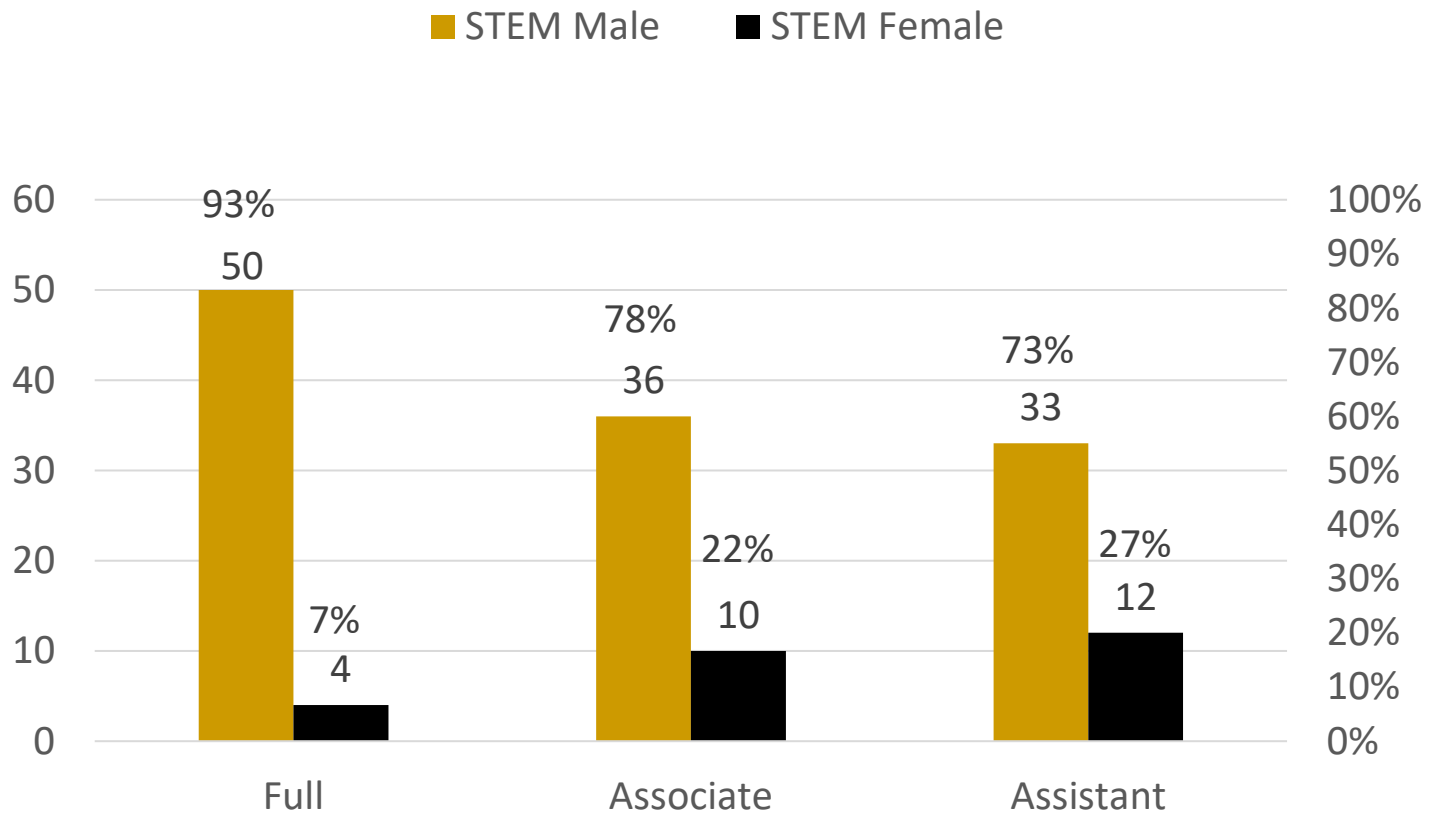
Baseline stats 2018 STEM tenure track by gender



STEM Faculty

119 Male (82%)

26 Female (18%)

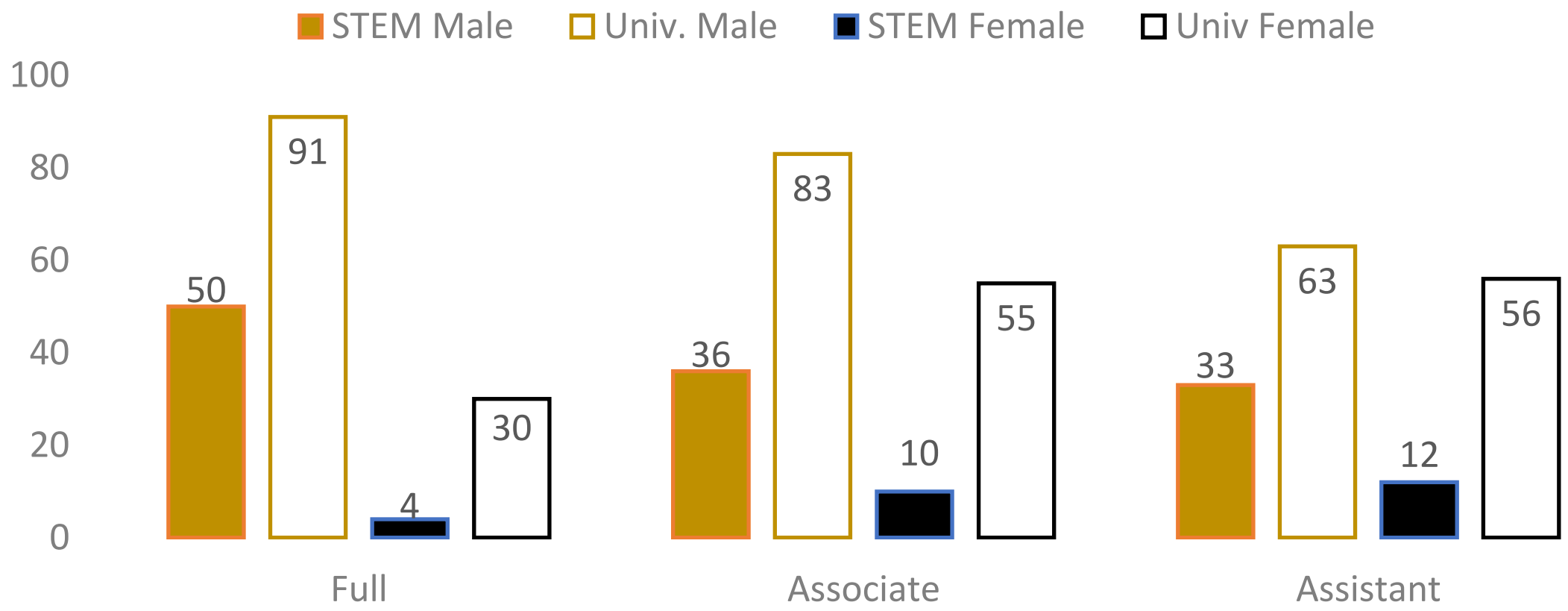
URM STEM faculty

3 Male

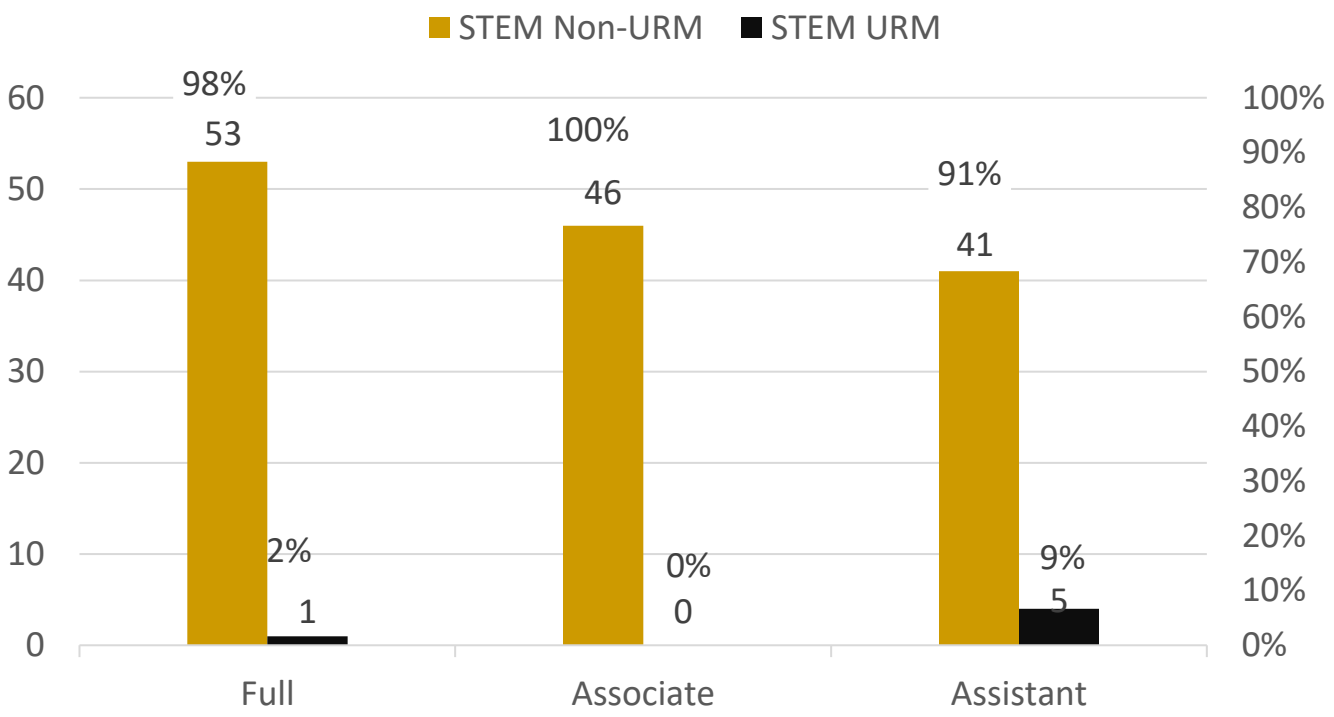
2 Female

Baseline counts of 2018 tenure track by gender

Univ. 37% Female
STEM 18% Female



Baseline counts of 2018 tenure track by URM status



STEM Faculty

140 Non-URM (98%)

5 URM (3%)

URM STEM faculty

3 Male

2 Female

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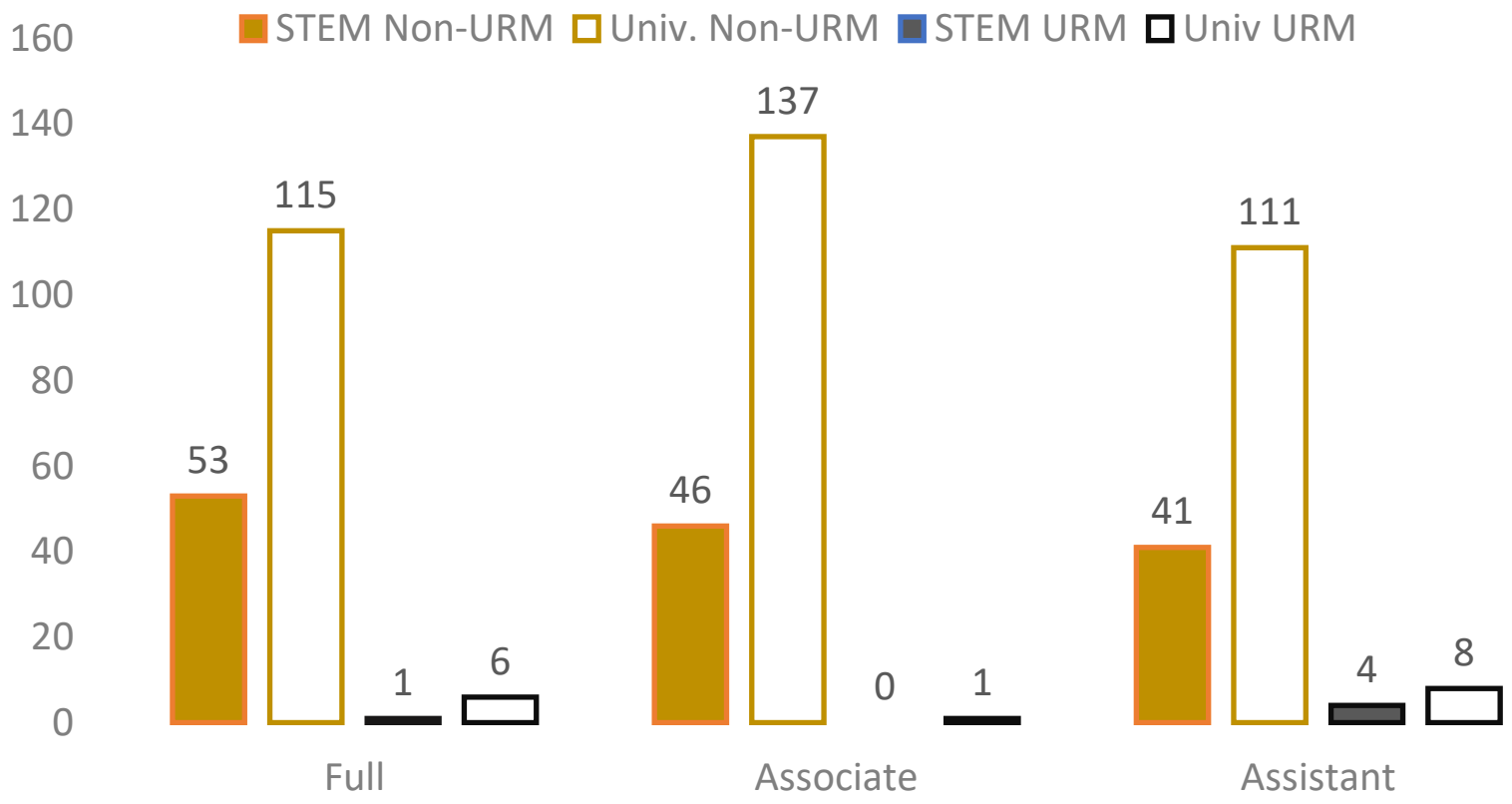
Baseline counts of 2018 tenure track by URM status



All Faculty 15 URM (4%)

STEM Faculty 5 URM (3%)

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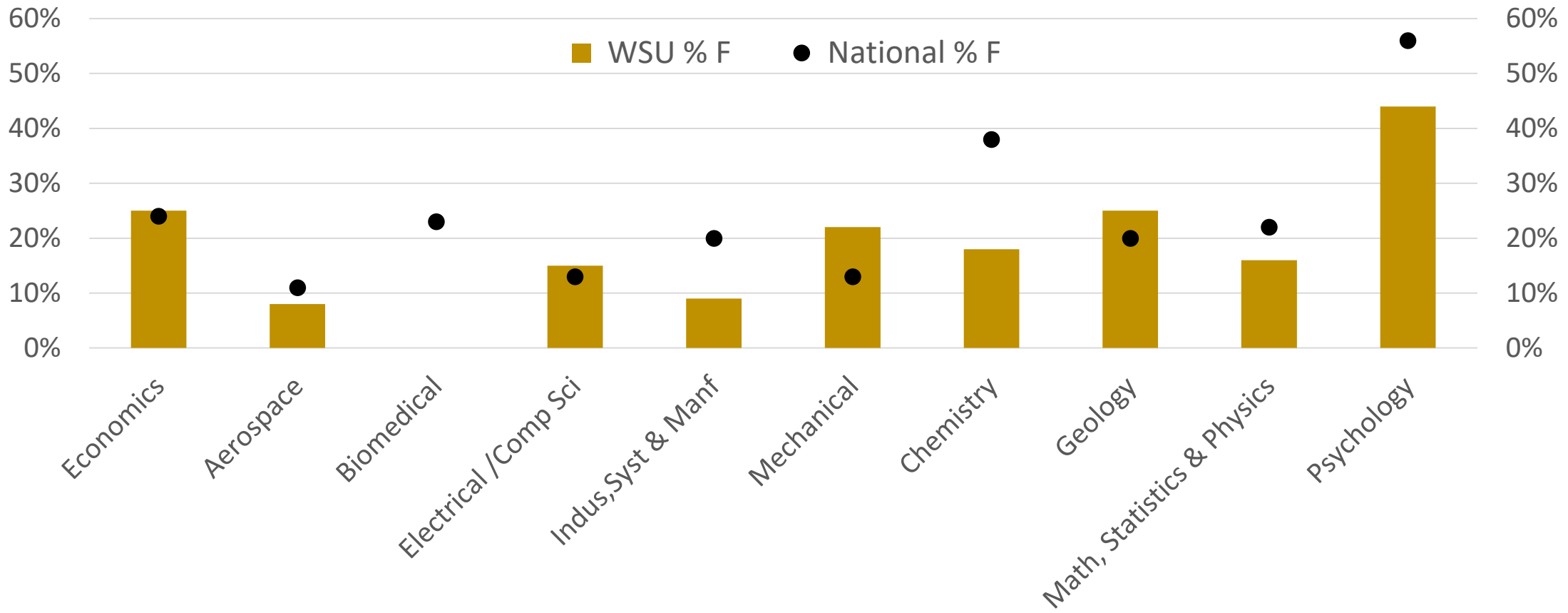
Baseline stats 2018 Tenure track

WSU STEM compared to National STEM

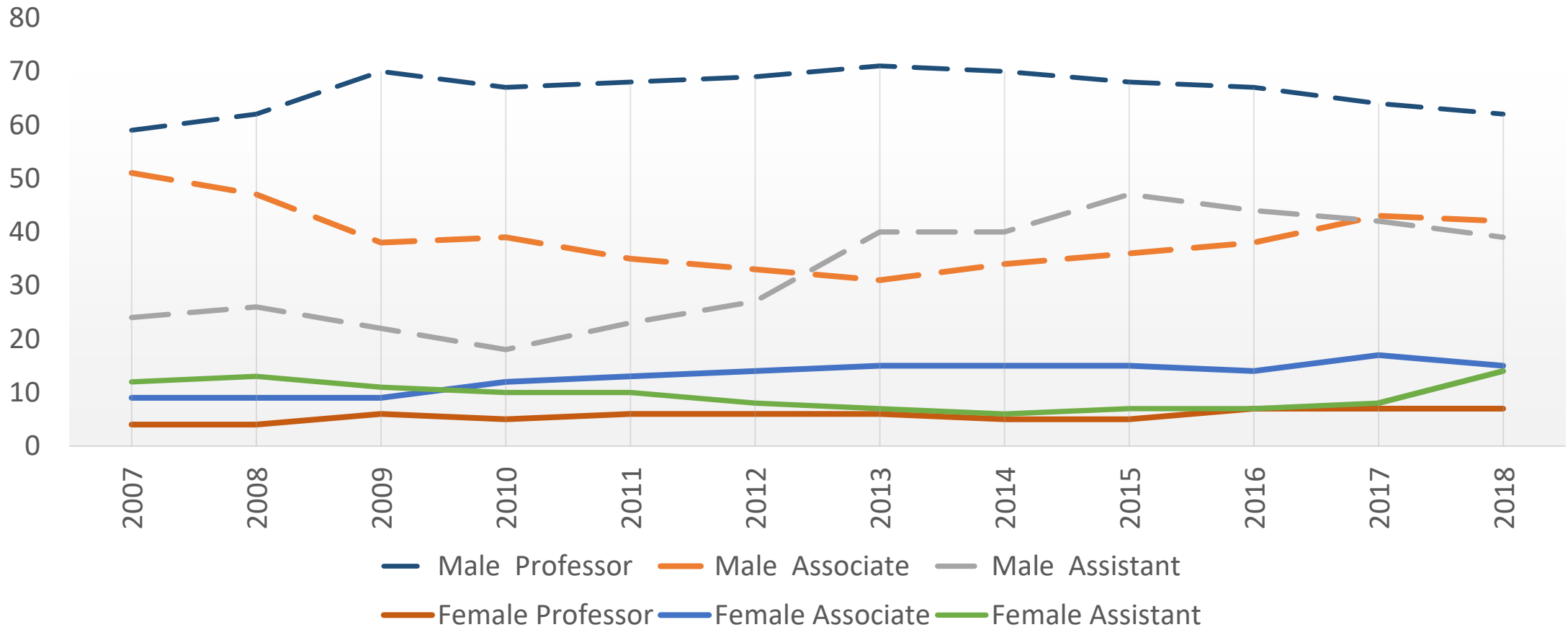
URM STEM Faculty
WSU 1%F 1%M; National 2.3%F 4.1% M



Biomedical newest department

Historical Count STEM Faculty

Since 2007, number of female stem tenure track faculty have increased by 40%



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Hiring

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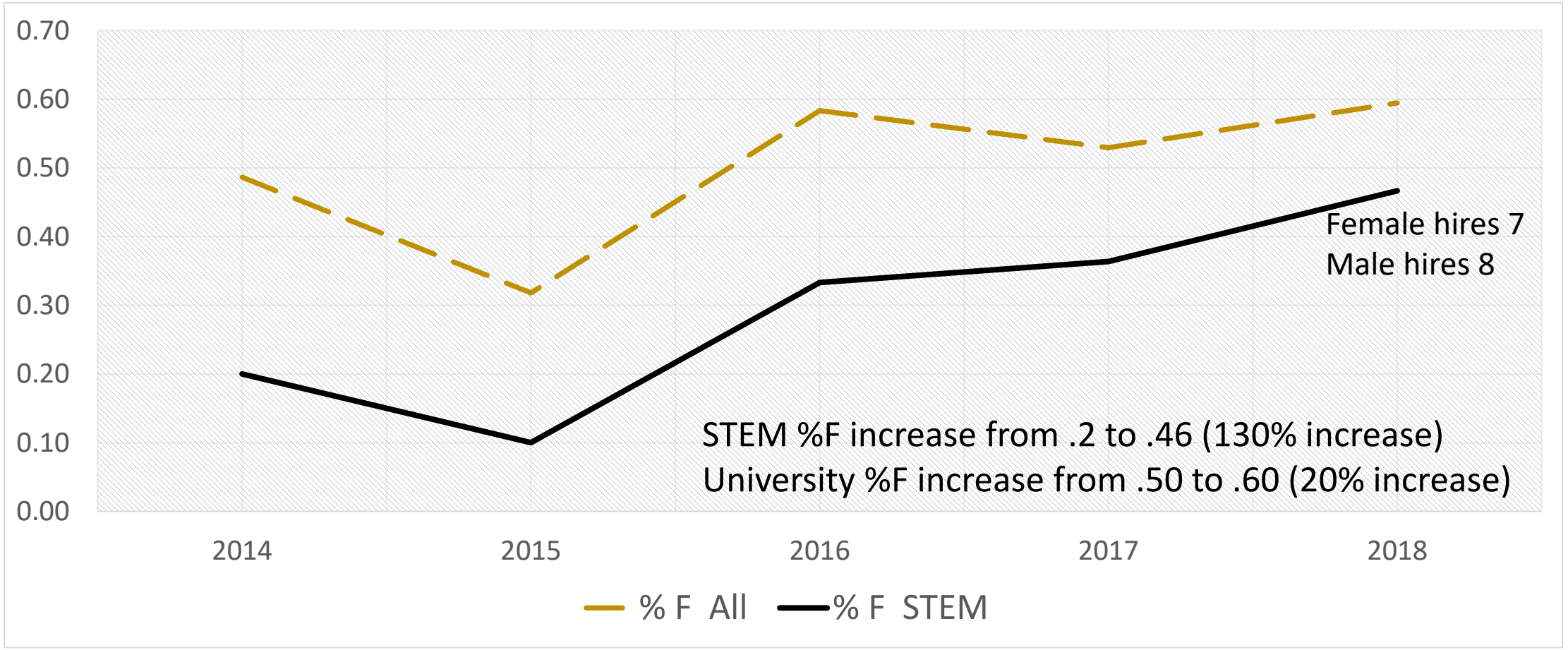
Proportion of female tenure track faculty hired



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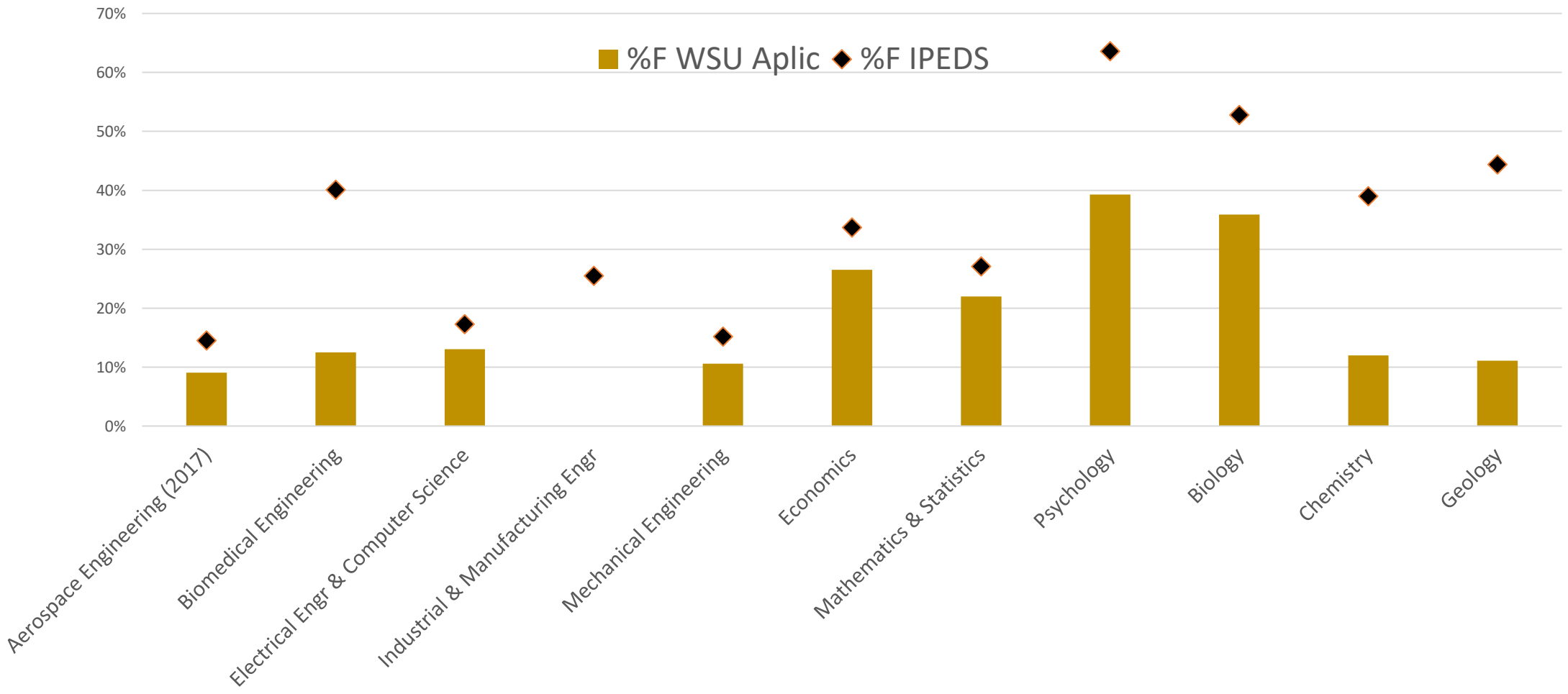
STEM Tenure Track Hiring 2018
%F applicants vs %F PhDs nationally (IPED)



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Advancement and Support

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Tenure and promotion of tenure track faculty

# applicants (% success)		STEM Faculty		All Faculty	
		F	**M**	**F**	**M**
2015	T & P	0 (--)	1 (100%)	0 (--)	4 (100%)
	Full	0 (--)	1 (100%)	2 (100%)	4 (100%)
	PIR	1 (100%)	3 (75%)	3 (67%)	6 (83%)
2016	T & P	1 (100%)	2 (100%)	8 (63%)	6 (100%)
	Full	2 (100%)	1 (100%)	2 (100%)	2 (67%)
	PIR	0 (--)	2 (100%)	2 (100%)	2 (100%)
2017	T & P	2 (100%)	5 (100%)	6 (100%)	11 (100%)
	Full	0 (--)	1 (100%)	1 (100%)	3 (67%)
	PIR	0 (--)	2 (100%)	4 (100%)	3 (100%)
2018	T & P	0 (--)	3 (100%)	7 (100%)	9 (89%)
	Full	0 (--)	0 (--)	5 (80%)	3 (100%)
	PIR	0 (--)	3 (100%)	1 (100%)	4 (100%)

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STEM Faculty: Time spent as associate professor

Current Associate Professors with > 6 years @ associate		
	Male	Female
Ave. # Years	17.1	13.6
# faculty	19	5

Time to Make Full Professor Since 1967		
	Male	Female
Ave. # Years	7.0	7.0
# faculty	43	4

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Average value of start-up packages for new hires since 2013 and average lab space for current faculty with research labs; sample size in contained in () *manufactruing hire.

		Average $ value of Start-up	Average lab space ft^2
Aerospace (Engineering)	Male	$229,606 (2)	957 (5)
	Female	N/A	500 (1)
Biomedical (Engineering)	Male	$368,855 (3)	1048 (5)
	Female	N/A (0)	N/A (0)
Electrical /Computer Science (Engineering)	Male	$248,508 (6)	377 (4)
	Female	$242,360 (1)	N/A
Industrial Systems & Manufacturing	Male	*$298,379 (3)	1532 (10)
	Female	$107,526 (1)	1280 (1)
Mechanical (Engineering)	Male	$305,349 (4)	585 (3)
	Female	$280,898 (5)	641 (11)
Biology (Liberal Arts &Science)	Male	N/A	1382 (8)
	Female	N/A	1318 (2)
Chemistry (Liberal Arts &Science)	Male	N/A	1395 (9)
	Female	N/A	1116 (2)
Geology (Liberal Arts &Science)	Male	$50,000 (1)	600 (3)
	Female	N/A	600 (1)
Math, Stats. & Physics (Liberal Arts &Science)	Male	$25,000 (1)	N/A
	Female	$25,000 (1)	N/A
Psychology (Liberal Arts &Science)	Male	$62,200(3)	N/A
	Female	$65,000(5)	N/A

Summary thus far

- Too few females and URM faculty at all ranks, especially full professor
- Female candidate pools are low, we are now looking URM faculty
- Current hiring trend looks positive
- T&P does not appear to be problematic, but we will continue to monitor
- Support, in terms of start-up and lab space need a better metrics
- Cursory examination of salaries does not appear to be biased against women and URM, but are interested in how you analyzed your data
- Small numbers increases difficulty in drawing conclusions
- Data has been/remains our biggest challenge

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Institutional Assessment continued

- Non-tenure track faculty
- Female STEM faculty in leadership
- Salary equity analysis
- Polices/ procedures benchmark
- Lab space equity
- Faculty Satisfaction Survey: Collaborative on Academic Careers in Higher Education (COACHE) –**48% response rate** as of 3/9/20
- Focus groups: Female faculty, tenure and non-tenure track completed.
  - Female and male URM faculty being planned.
  - Two additional focus groups added in response to NSF ADVANCE focus on intersectionality

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