Brainstorming Focus Areas from ADVANCE Data

January 21, 2021

Below are the major areas of focus that came out of discussion of priorities. It should be noted that these were written based on notes taken by Tara Gregory during the discussion. They're just suggestions of overarching priorities that encompass the brainstorming during the meeting.

Major Areas of Focus (across all themes below)

1. **Need sustainability plan/task force to work the plan**
2. **Lack of commitment and resources for culture and policy change at the appropriate levels**
3. **Lack of integrated infrastructure for data management and analysis**
4. **Lack of model or plan for hiring/recruitment**
5. **Lack of transparency about routes to advancement**

Major Themes from Brainstorming

The major themes below were identified during the meeting. The individual comments were re-arranged by CEI under the most relevant theme. **Note:** There is some overlap of ideas between the major themes (i.e., "mentoring" could fit under advancement/promotion and culture/climate/commitment)

Hiring/Recruitment

- WSU STEM vs Natl STEM – Recruitment is behind
- Female hiring PhD hiring is lower in every case
- People aren't applying here

Advancement/Promotion

- Lack of support for women and URM faculty
- departments not supportive
- Path to promotion not clear for women (?)
- Not a lot of women in department chairs/administration
- STEM departments rarely have women chair
- Do a terrible job of developing leaders, worse for women than men
- Clarity of tenure process was a big positive for men
- Invisible service load for women and URM are expected more or greater service load
- Racism in administration
- Not a lot of data on start up funds* (in the 5 years looking at)
  - Don't track what happens 5 years after someone starts in professional development funds etc. *
  - Men were twice as likely as women they would renegotiate research support. Men were more likely to leave for more support. Difference in women would leave to improve quality of life vs men.
- Mentoring on the COACHE survey
- Faculty of color have an issue with governance

Culture/Climate/Institutional Commitment

- Space is an issue. Support for research is an issue.
- Mentoring is an issue.
- lack of affinity groups
- Shared values, connectivity, belonging,
- Twice as many women said they would leave to find a place whose priorities matched their own
- When discrimination is reported – the women are very unsatisfied with how it is responded to and how it is handled.
- Student perceptions of faculty is problematic (more negative or hostile for URM)
- Family friendly practices can be an issue for some faculty.
- *In the faculty of color and international focus group seemed to be compared to men rather than white faculty.* noted as interest.
- Lack of department level morale which can show up as less motivation