NSF ADVANCE CATALYST @ WSU

"to establish policies and practices for the continuous promotion of equity and inclusion that will lead to greater representation in the STEM academic workforce of women, and racial and ethnic minorities within the university"

Team ADVANCE

Jan Twomey

Jean Griffith

Rhonda Lewis

Moriah Beck

Tiffany Franks

David Eichhorn

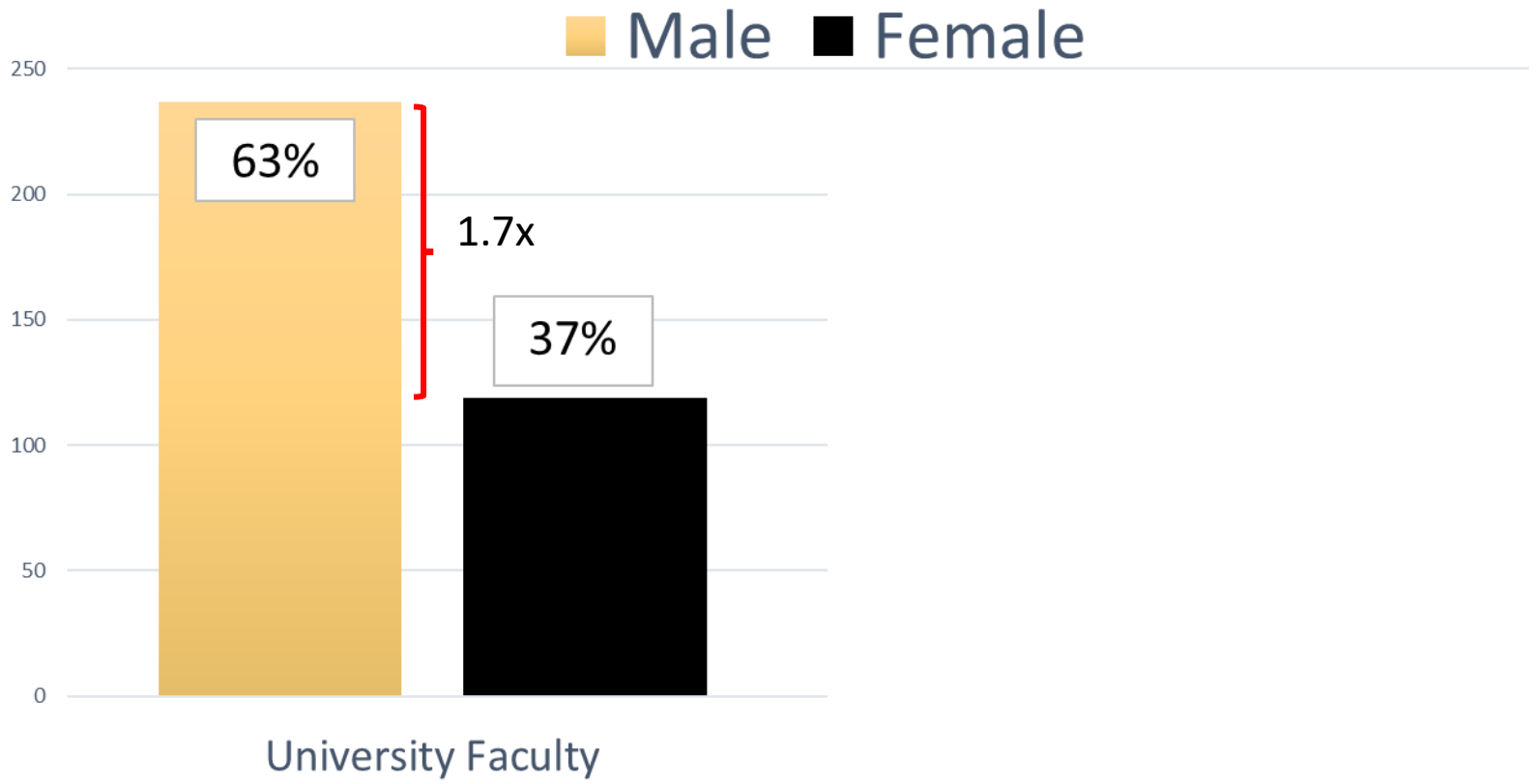
Linnea Glenmaye

Gery Markova

David Wright

Stormy Malone

ed upon work supported by the National Science Foundation under Grant #: 1937921."



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Economics (Business)

Fin., Dec Sci (Business)

Aerospace (Engineering)

Biomedical (Engineering)

Electrical /Computer Science (Engineering)

Industrial Systems & Manufacturing (Engineering)

Mechanical (Engineering)

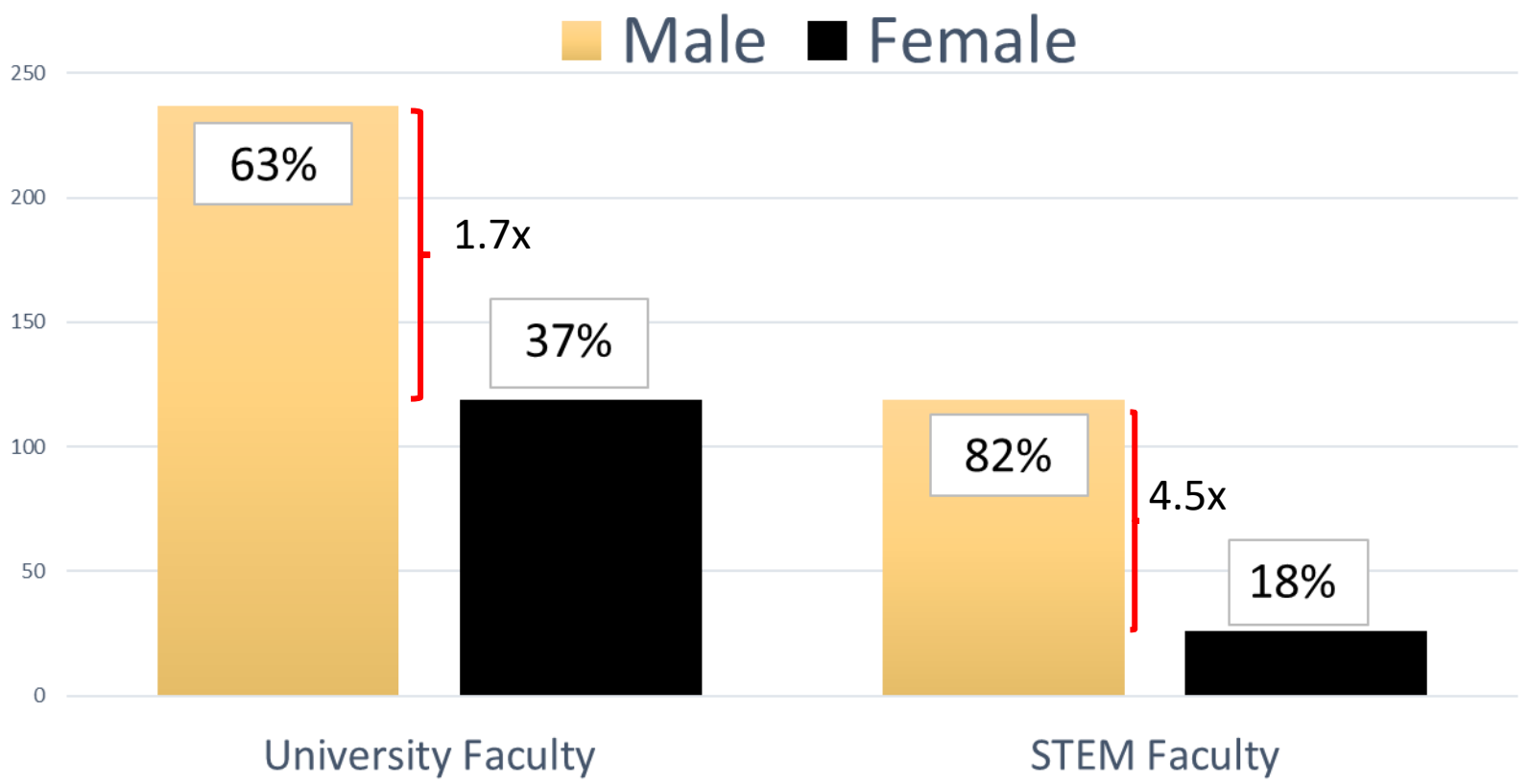
Biology (Liberal Arts &Science)

Chemistry (Liberal Arts &Science)

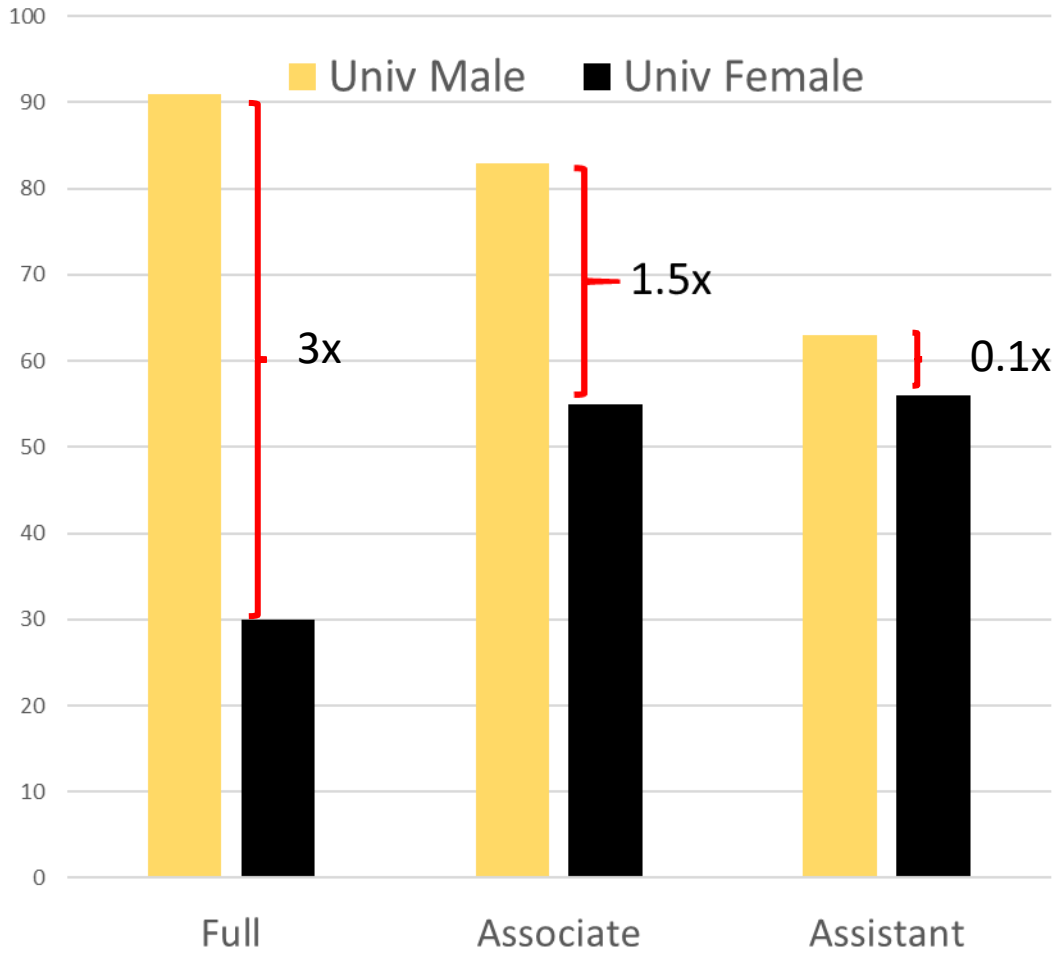
Geology (Liberal Arts &Science)

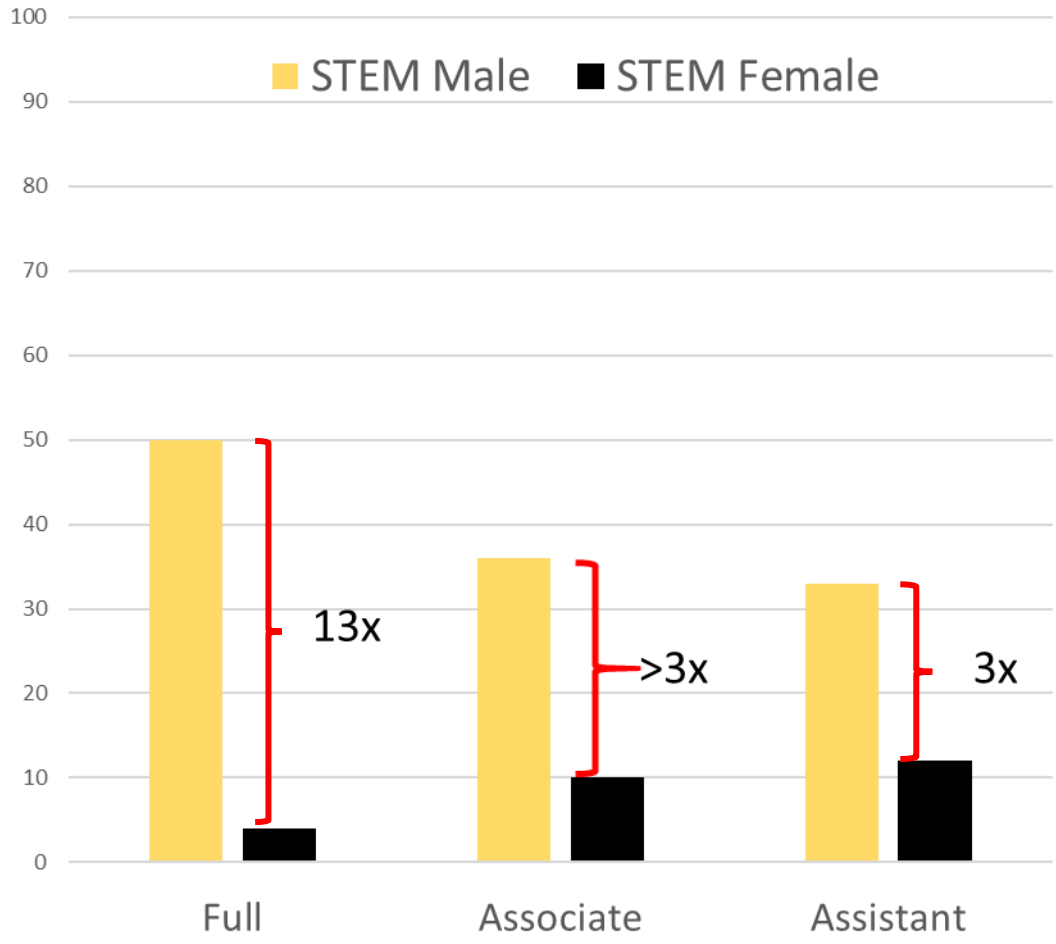
Math, Stats. & Physics (Liberal Arts &Science)

Psychology (Liberal Arts &Science)



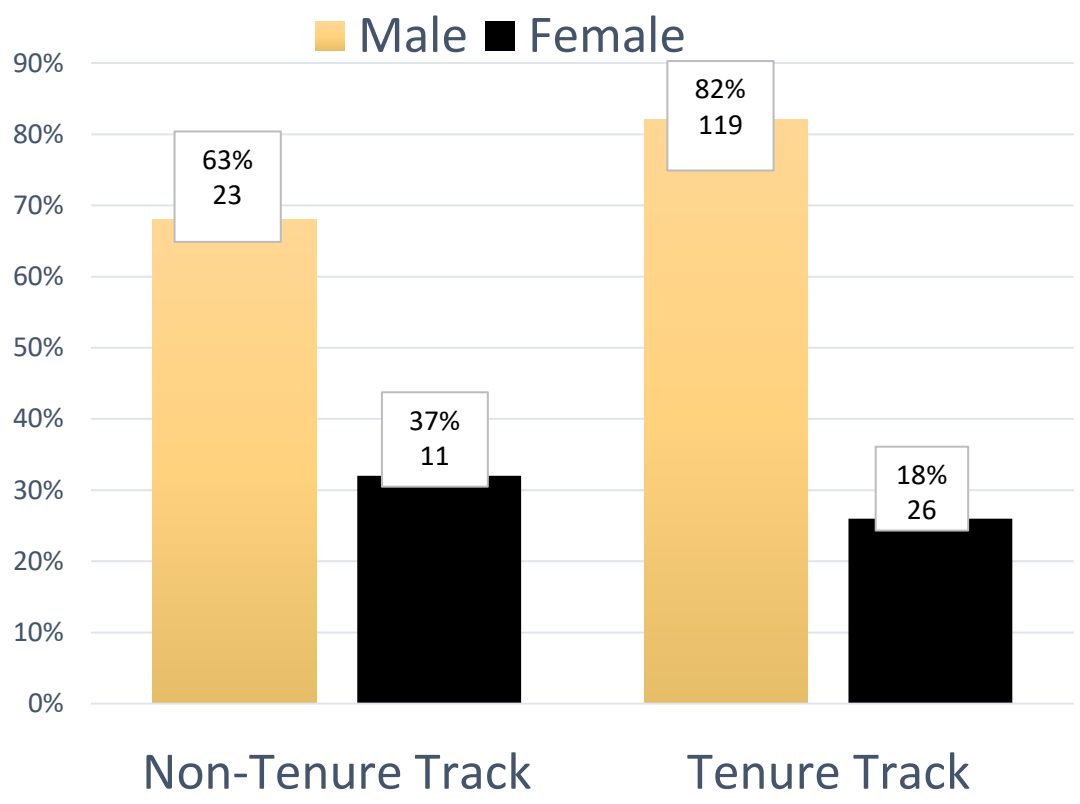
"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."



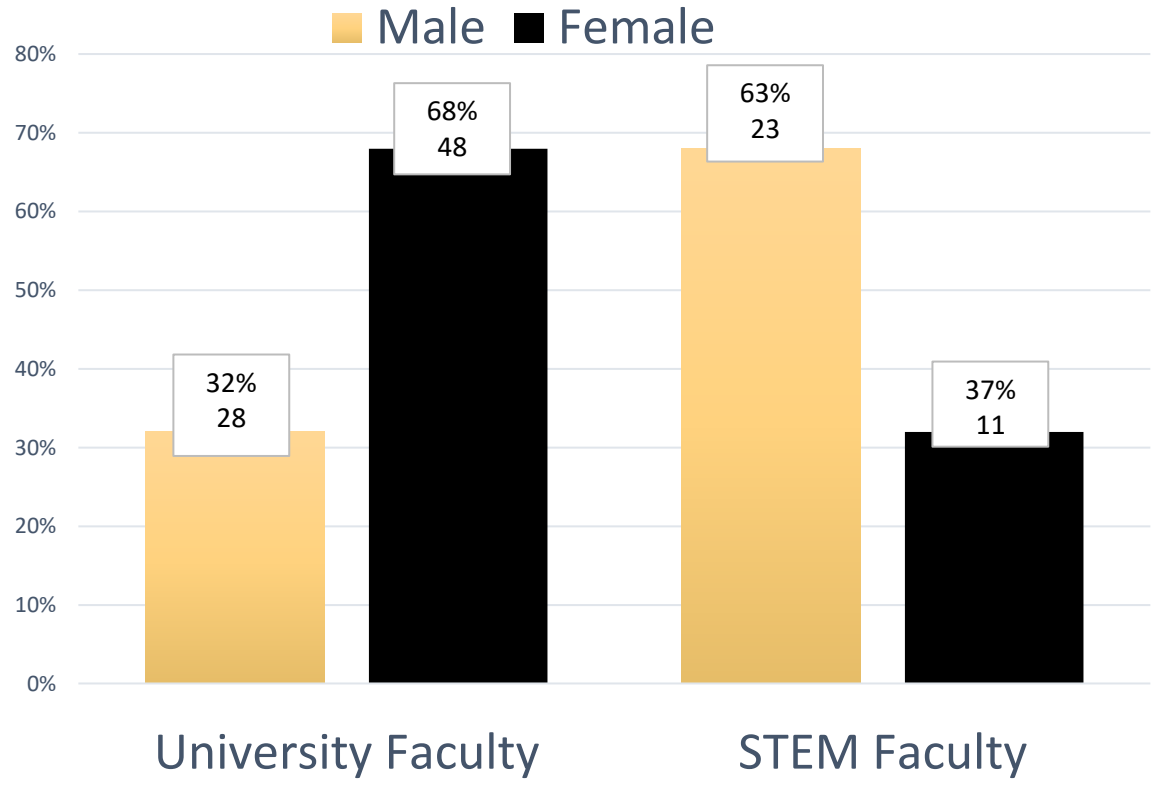


"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

STEM



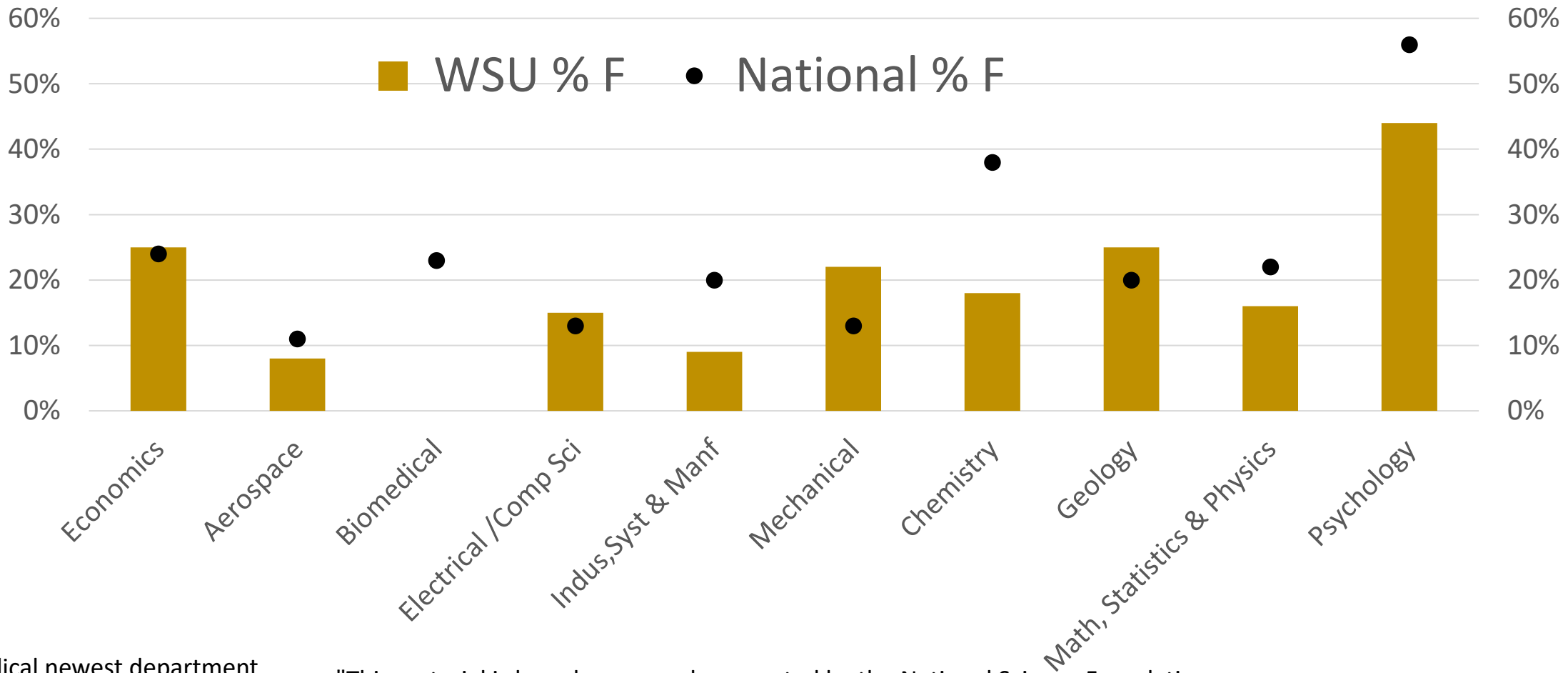
Non-Tenure Track



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Baseline stats 2018 Tenure track

WSU STEM compared to National STEM



Biomedical newest department

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Project objectives

Assess the barriers to recruit, retain and advance STEM women and URM faculty

Institutional data; focus groups with NTT faculty, Assistant, Associate, and Professors; COACHE Faculty Job Satisfaction Survey

Create a five-year strategic plan to address the barriers

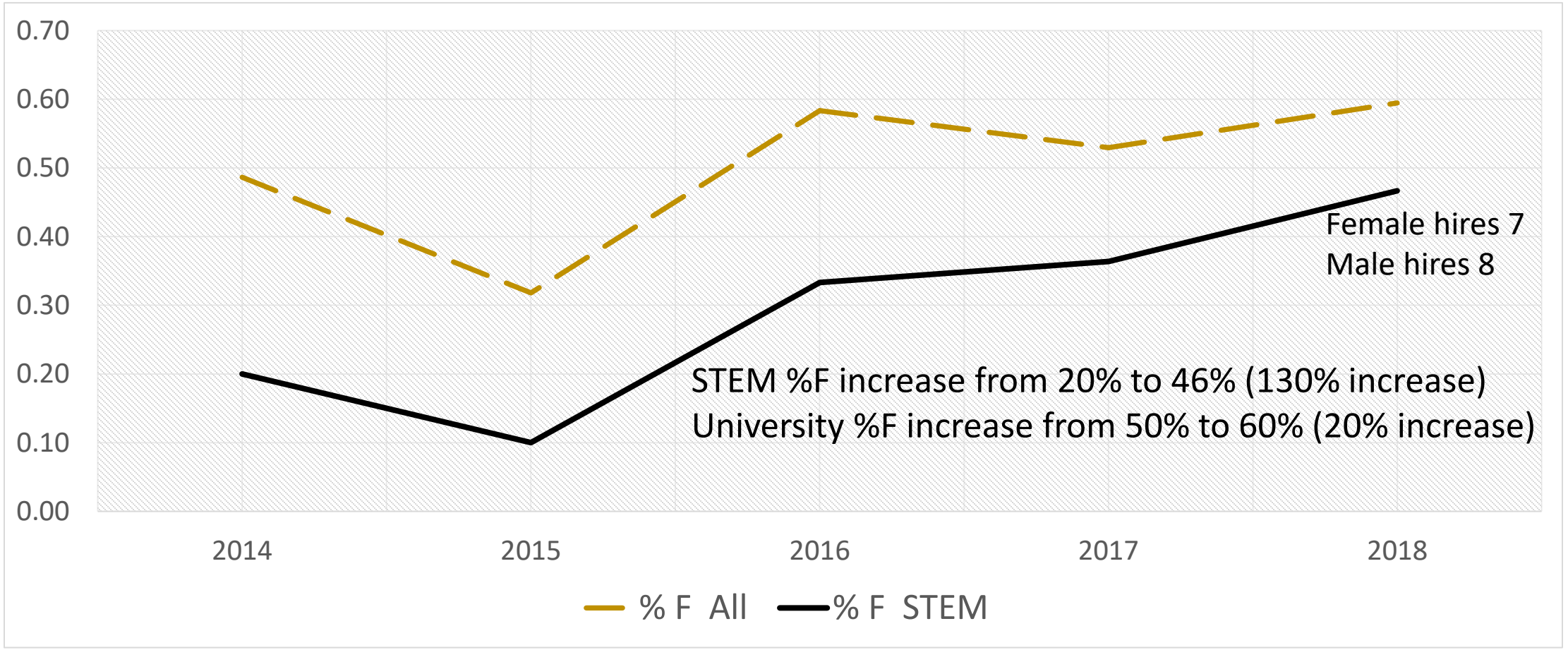
"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Outcomes: Hiring

Have institutional recruitment and hiring processes led to the underrepresentation of women and URM STEM faculty? If so, which ones?

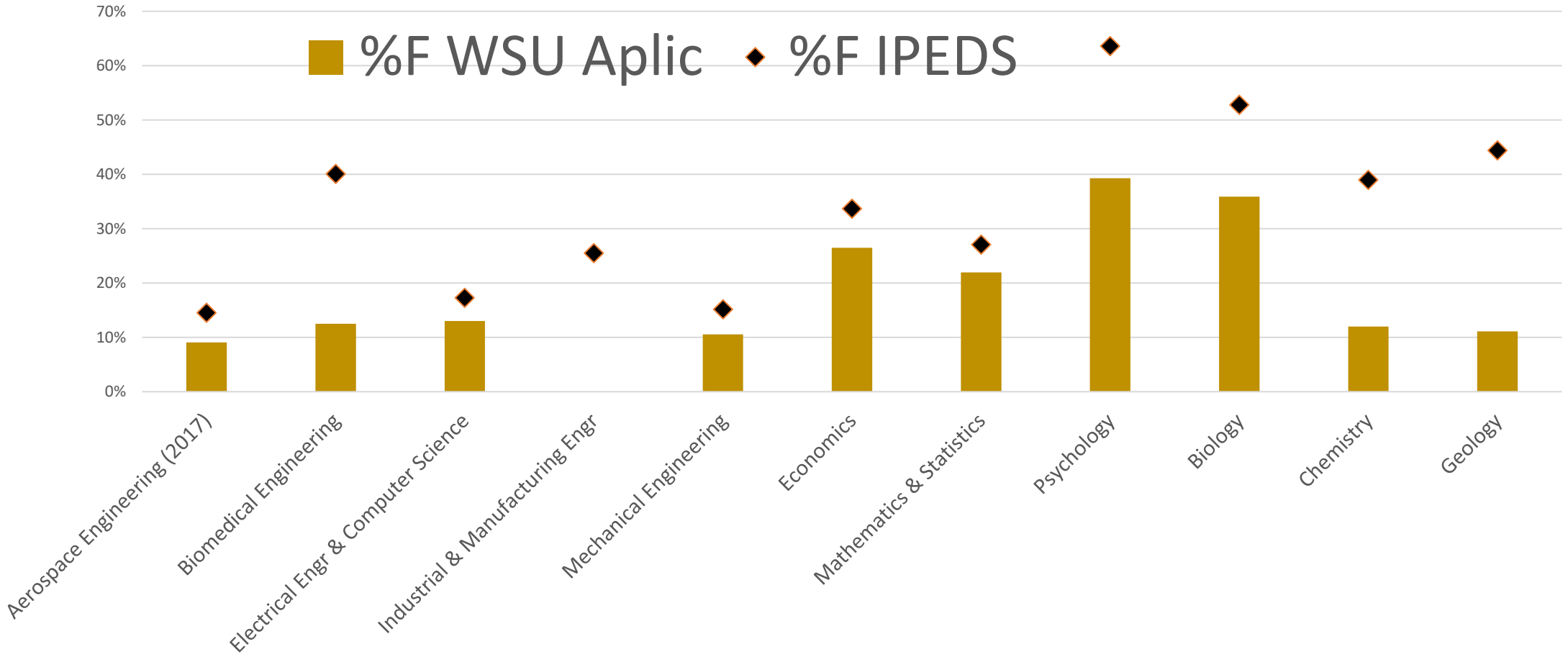
"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Proportion of female tenure track faculty hired



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

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



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Outcomes: Tenure and Promotion

Are women being tenured and promoted at the same rates as male counter parts?

Are women stuck at associate professor level?

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Tenure and Promotion

STEM Faculty
100% (5) Female vs 95% (24) Male

All Faculty
88% (41) Female vs 92% (57) Male

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

STEM Faculty

No difference in time spent as Associate Professor before promotion to full- ***7yrs*** for both male and female

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

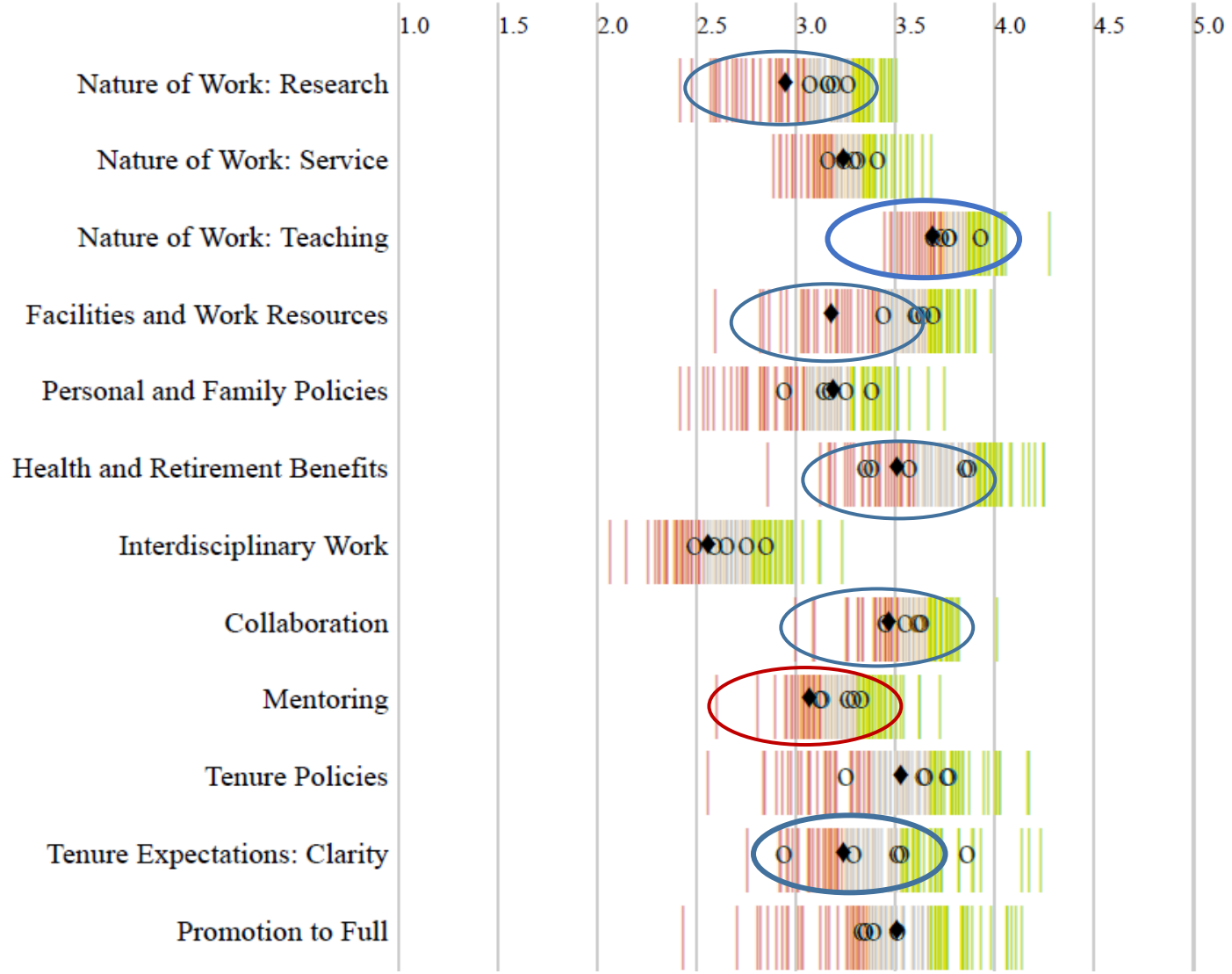
"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Advancement and Support

What are the barriers to advancement and success?

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

COACHE:
All WSU Female Faculty



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

General Issues Identified by Focus Groups

Equal work for equal pay and benefits

Better representation at WSU administrative/levels

Clear and consistent guidelines and expectations

The lack of mentoring and affinity groups

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Issues Identified by Focus Groups
Female STEM Faculty

Lack of support for advancement

Bias/misperceptions about female faculty

Unclear path/opportunity for advancement (NTT and TT)

Women given less prestigious tasks

‘We [women] bare the brunt of family issues’

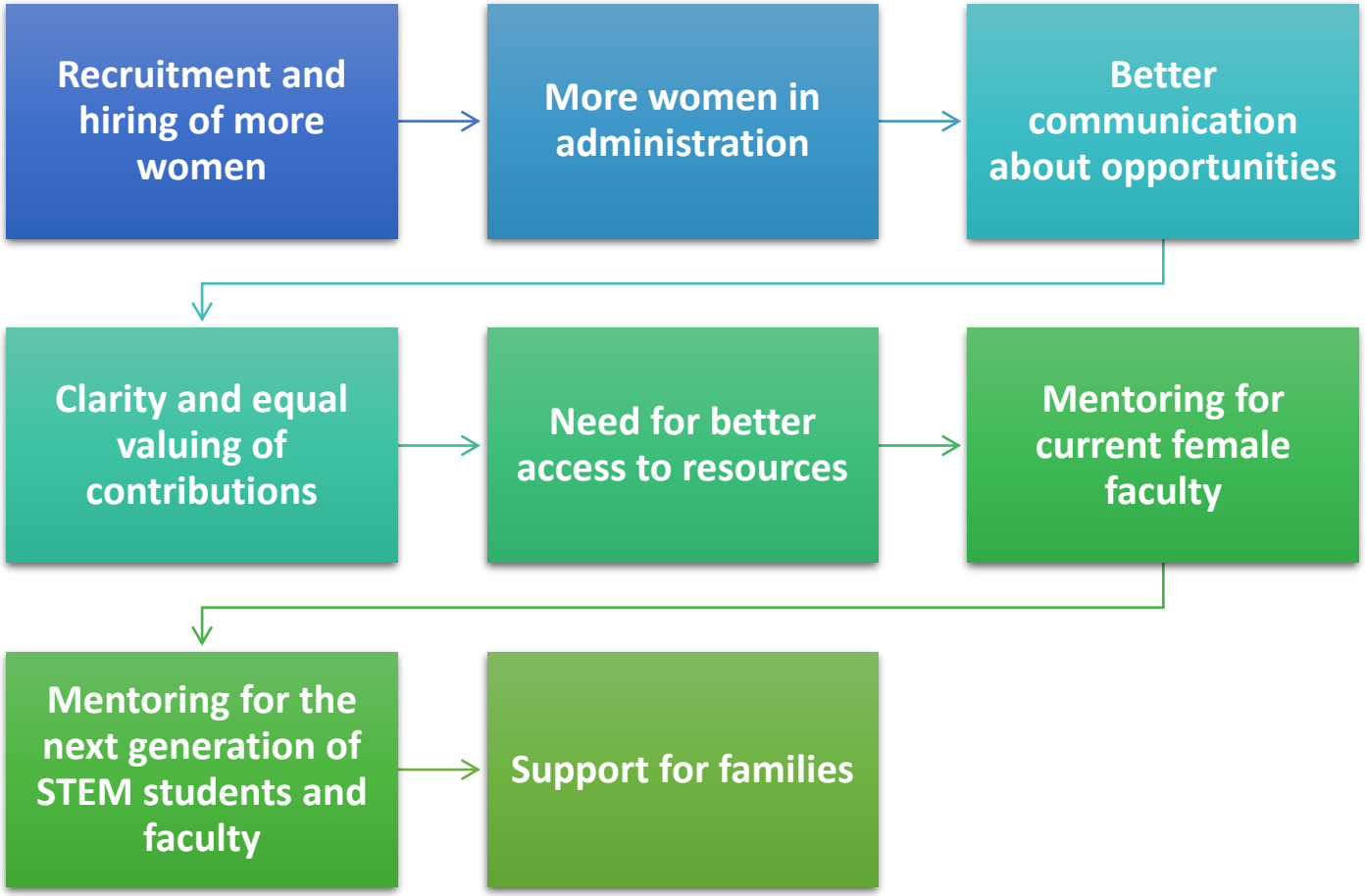
Lack of support for and value of teaching

Women aren’t heard or listened to

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Focus Groups Recommendations

Female STEM Faculty



"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Few observations for Women STEM Faculty

- Too few females and URM faculty at all ranks, especially full professor
- Female candidate pools low
- T&P does not appear to be problematic, but we will continue to monitor
- Clarity and communication of expectations for T&P and advancement
- Mentoring

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."

Thank you

More details and COACHE go to
https://www.wichita.edu/academics/academic_affairs/advance/index.php

"This material is based upon work supported by the National Science Foundation under Grant #: 1937921."