to increase the representation of women and minorities faculty in STEM

ADVANCE Catalyst
External Advisors Report Out
11/20

Research Plan

Task 1: Assessment to identify barriers

1. What is the distribution of STEM faculty by gender and minority status according to tenure track status (tenure-track faculty vs non-tenure track teaching faculty), rank, and department?

2. What is the gender and URM distribution of STEM faculty in leadership positions?

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

4. What is the allocation of resources to STEM faculty and is it equitable?

5. What barriers exist to the advancement of female and URM faculty?

6. To what extent are existing structures (policies and procedures) successful at addressing these barriers, and what additional measures should be taken to do so?

Task 2: Create a 5 year strategic plan based upon best practices to address barriers found in Task 1.

Task 3: Plan for sustainability

Outcome: Five year strategic plan that will benefit all faculty, not just STEM and not Just women and URM.

2

STEM Departments

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)
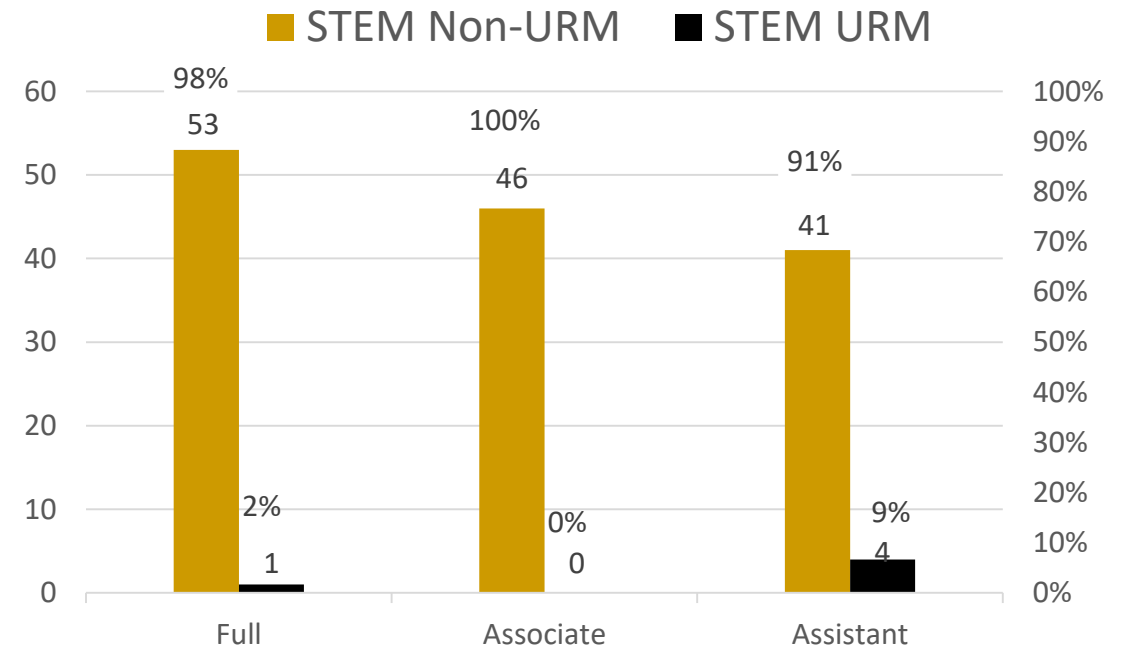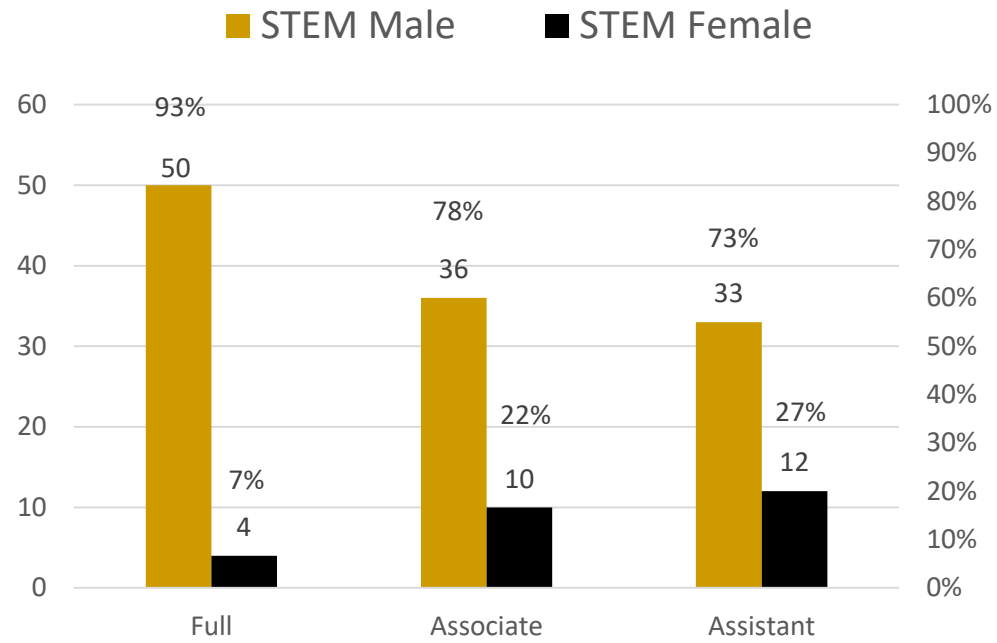
Geology (Liberal Arts &Science)

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

Psychology (Liberal Arts &Science)

Paucity of Female and Underrepresented Minority STEM Tenure Track Faculty

Baseline Fall 2018

Baseline stats 2018 STEM Tenure track

Summary of External Advisory Board first meeting

- Too few females and URM at all ranks, especially full professor
- Female candidate pools are low
- URM candidate pools are unclear because of difficulties with the data
- Attaining T&P does not appear to be problematic
- Support, in terms of start-up and lab space remains a question
- Cursory examination of salaries does not appear to be a problem, but will continue to investigate
- Data has been/remains our biggest challenge
- Small numbers increases difficulty in reporting correct data

Agenda for the remainder of presentation

- Outcomes of Focus Groups – Dr. Rhonda Lewis
- Outcome of COACHES Faculty Job Satisfaction Survey – Dr. David Eichhorn
- WSU Policy and Procedures – Dr. Gery Markova
- Research Lab Equity Analysis Update – Dr. Moriah Beck
- Deliberative Dialogues Update – Dr. Jan Twomey

Faculty Focus Groups Outcomes

Three in person focus groups were conducted with female faculty (STEM only)

Two virtual focus groups with faculty of color/international faculty (all WSU)

One online survey with LGBTQ+ and persons with disabilities (all WSU)

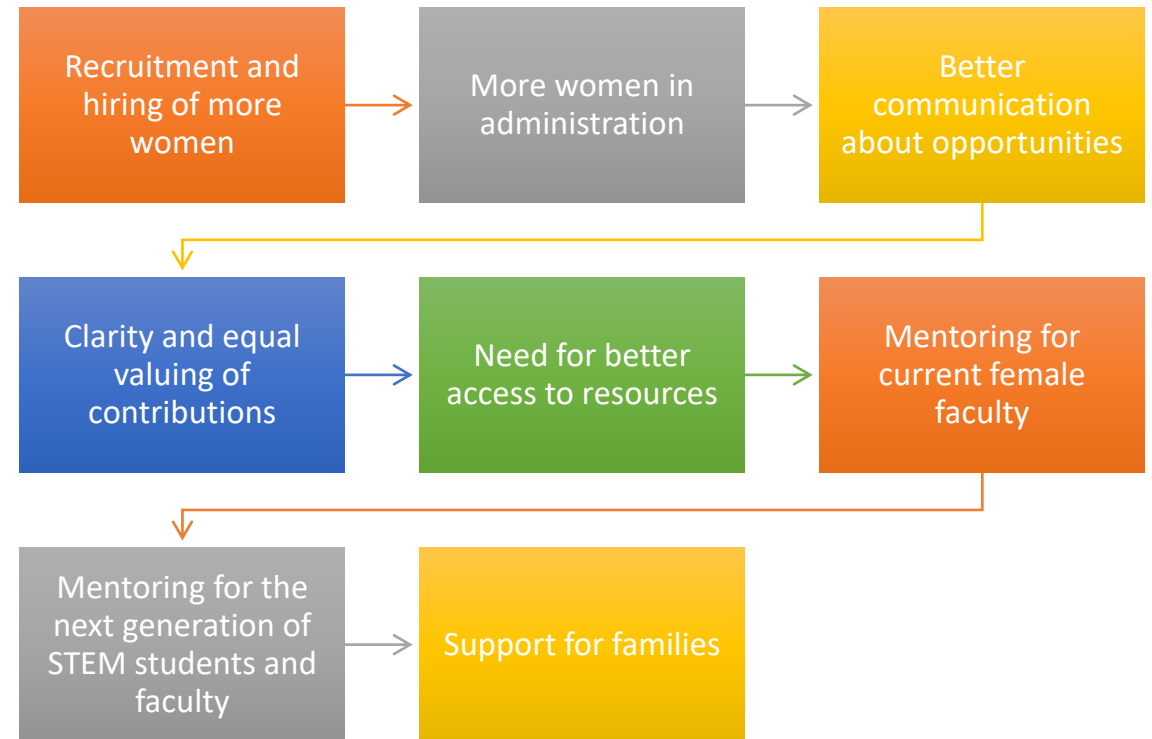Conducted by: Tara Gregory and Rhonda Lewis

Overall themes

- Equal work for equal pay and benefit
- Representation in WSU administration/level
- Clear and consistent guidelines and expectations
- Mentoring and affinity groups

Female STEM Faculty

Themes

- Lack of support for advancement

- Bias/misperceptions about female faculty

- Unclear path/opportunity for advancement (NTT and TT)

- Women given less prestigious tasks

- 'We bare the brunt of family issues'

- Lack of support for and value of teaching

- 'Support comes with strings'

- Women aren't heard or listened to

Recommendations

Recruitment and hiring of more women	More women in administration	Better communication about opportunities
Clarity and equal valuing of contributions	Need for better access to resources	Mentoring for current female faculty
Mentoring for the next generation of STEM students and faculty	Support for families	

Themes

Black and indigenous faculty of color

- Representation
- Departmental support-Positive
- Prominent faculty of color
- Assumption and Expectations
- Systemic barriers

Recommendation

Look at established programs for ideas about recruitment

LGBTQ and persons with disabilities

Common Themes

- Overburdened with committees
- Having less support to do their research
- Noted good financial and personal support from department and from WSU

LGBTQ+ and persons with disabilities

Themes for LGBTQ+

- Lack of an affinity group

- Issues of intersectionality complicate the experience for LGBTQ+ faculty

Themes for persons with disabilities

- Lack of information about how to accommodate disabilities
- General lack of resources and the focus on accommodating students rather than staff/faculty with disabilities
- More on visible disabilities but does less for those with invisible disabilities

Recommendations for both groups

- More inclusive leadership
- More formal supports/affinity groups
- Better education about disabilities
- Equal pay for equal work

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Overview of COACHE Survey Results

HARVARD
GRADUATE SCHOOL OF EDUCATION

collaborative on academic careers in higher education

Faculty Job Satisfaction Project
Chief Academic Officer Report

Wichita State University 2020

Response Rates

		overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc
Your Institution	population	547	267	120	160	127	140	286	255	400	147
	responders	271	127	70	74	60	67	124	142	205	66
	response rate	50%	48%	58%	46%	47%	48%	43%	56%	51%	45%
Selected Comparison Institutions	population	6183	2825	979	2379	1533	1802	3321	2849	4347	1761
	responders	3195	1481	527	1187	773	972	1566	1616	2318	851
	response rate	52%	52%	54%	50%	50%	54%	47%	57%	53%	48%
Cohort Comparison Institutions	population	107383	53272	19290	34821	30429	29496	59084	44782	73837	2966
	responders	47125	24676	9075	13374	14342	13110	24141	22630	34879	1208
	response rate	44%	46%	47%	38%	47%	44%	41%	51%	47%	41%

- George Mason University
- University of Missouri - Kansas City
- University of North Carolina - Charlotte
- University of North Texas
- Virginia Commonwealth University
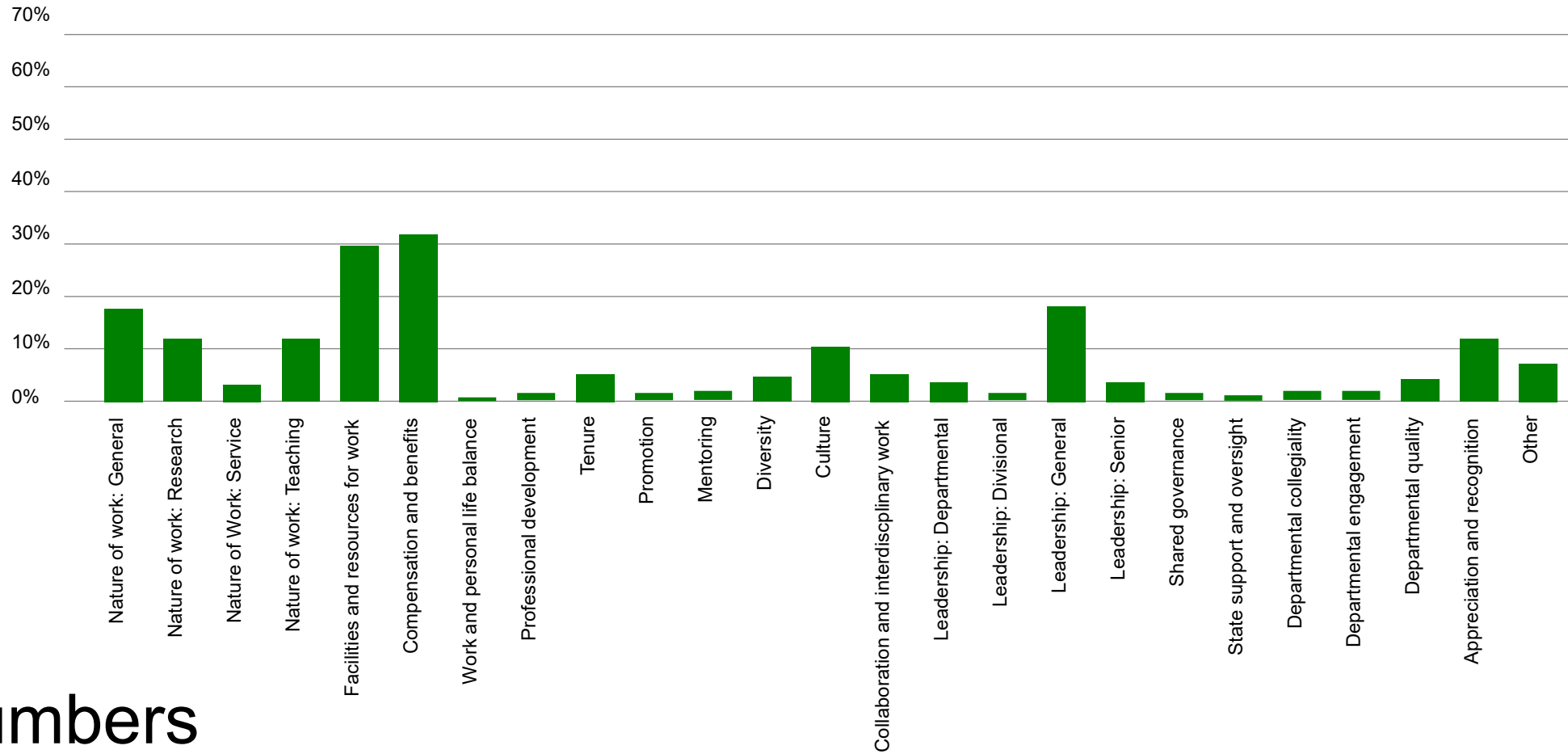
In Numbers

This chart displays the relative frequency of themes mentioned by your faculty in response to this question. Note that responses often touch upon multiple themes, so the total number of comments reported in this thematic summary will exceed the actual number of faculty who responded to this question.
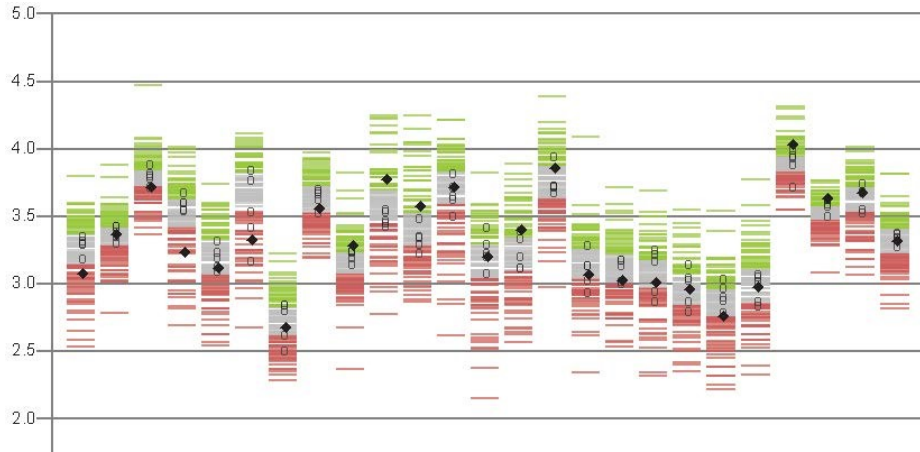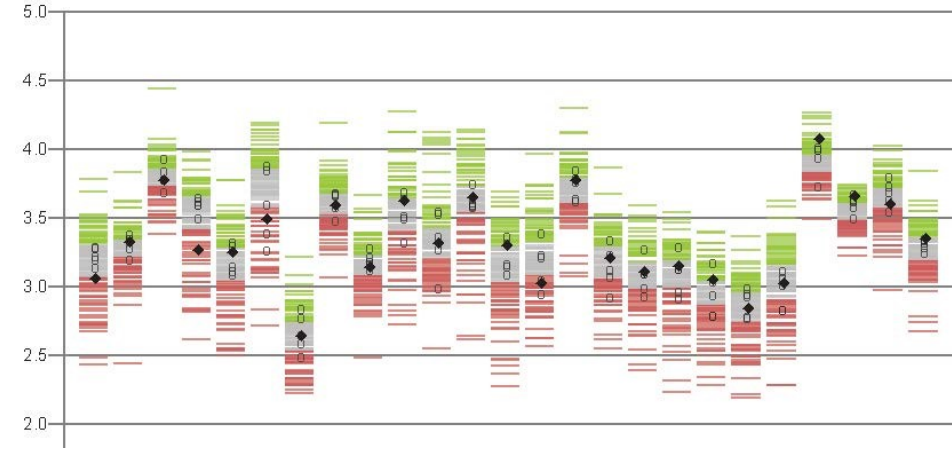
Benchmark Visualization for All Faculty
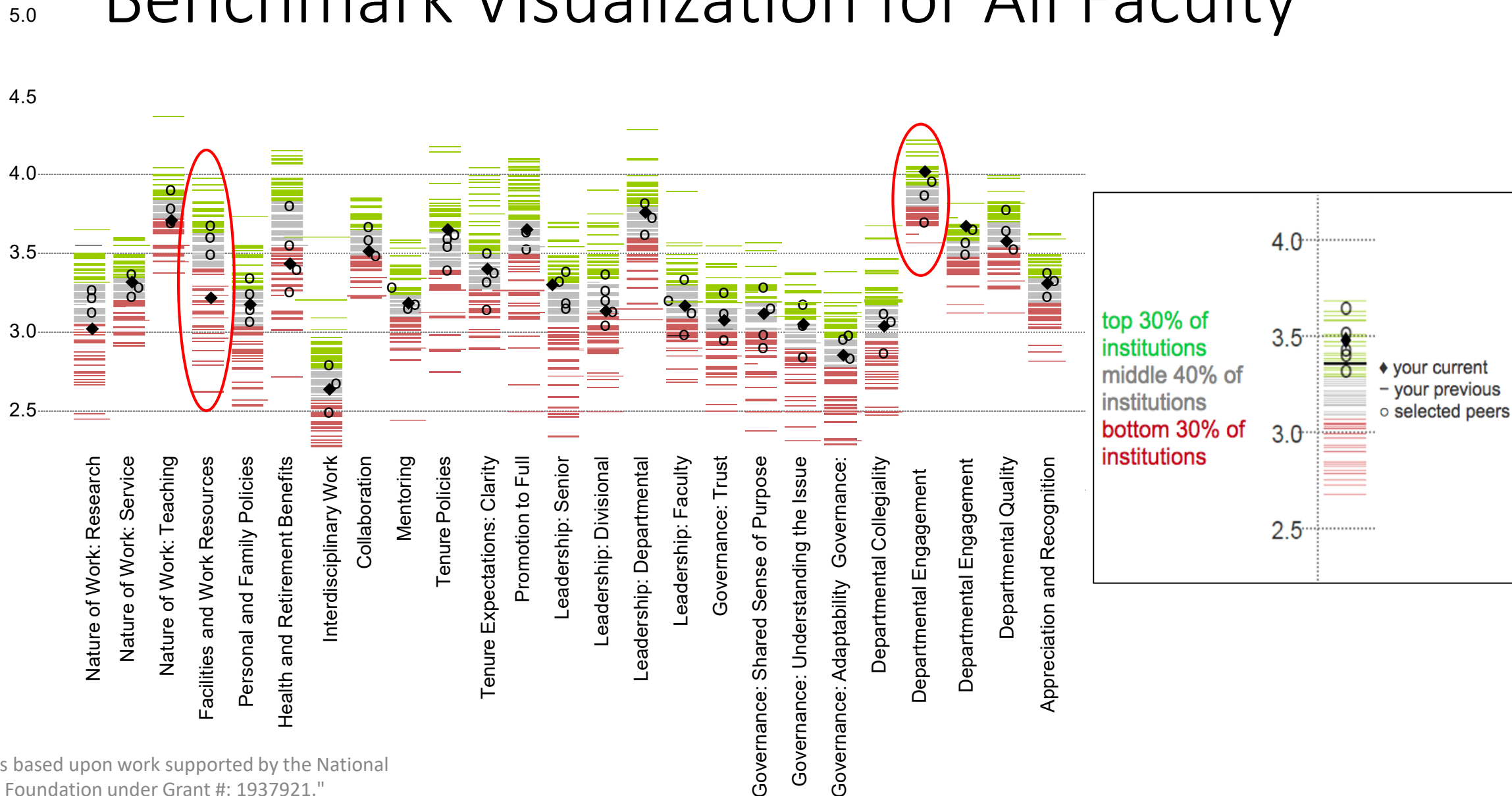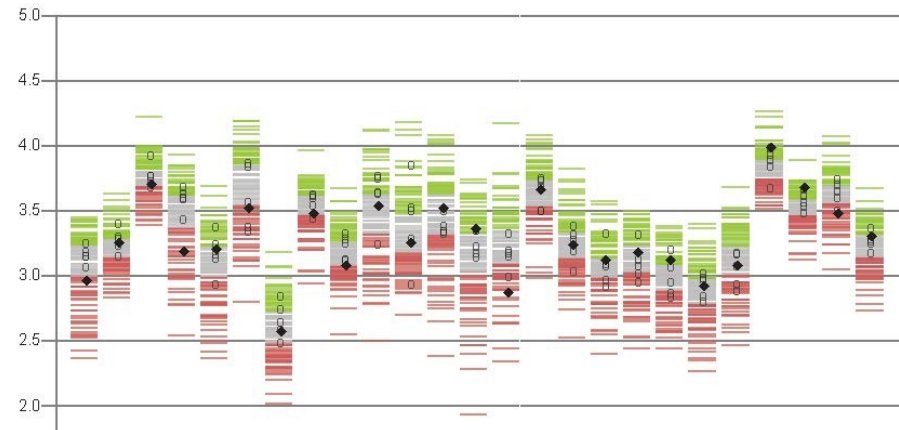
Benchmark Comparison Across Groups
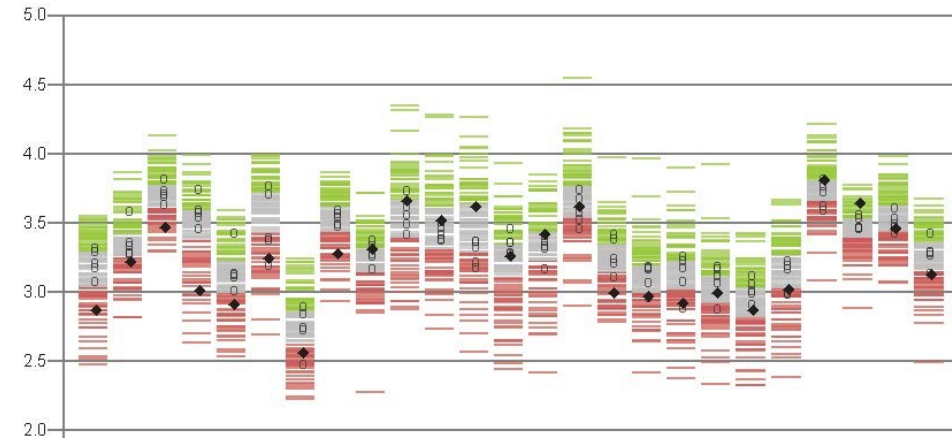
Items of Concern

Items of Concern (lower than most of our designated peers AND in lowest 30% of cohort)				
All Faculty (271/547)	Men (124/286)	Women (142/255)	White (205/400)	FOC (66/147)
NOW:Research				
Facilities and Work Resources				
Health/Retirement	Health/Retirement			Health/Retirement
	Governance Adaptability			
		Dept Quality		
		Mentoring		
				NOW:Teaching
				NOW:Service
				Personal/Family Policies
				Interdisc. Work
				Collaboration
				Leadership Faculty
				Governance Trust
				Governance Shared Sense of Purpose

Items of Strength

Areas of Strength (higher than most of our designated peers AND in highest 30% of cohort)				
All Faculty	Men	Women	White	FOC
Tenure Policies	Tenure Policies			Tenure Policies
Dept Collegiality			Dept Collegiality	
Dept Engagement				
	Mentoring			
	Tenure Expectations: Clarity			
		Leadership Senior		
		Governance: Understanding Issue at Hand	Governance: Understanding Issue at Hand	

Same impression in both groups

Opposite impression in two groups

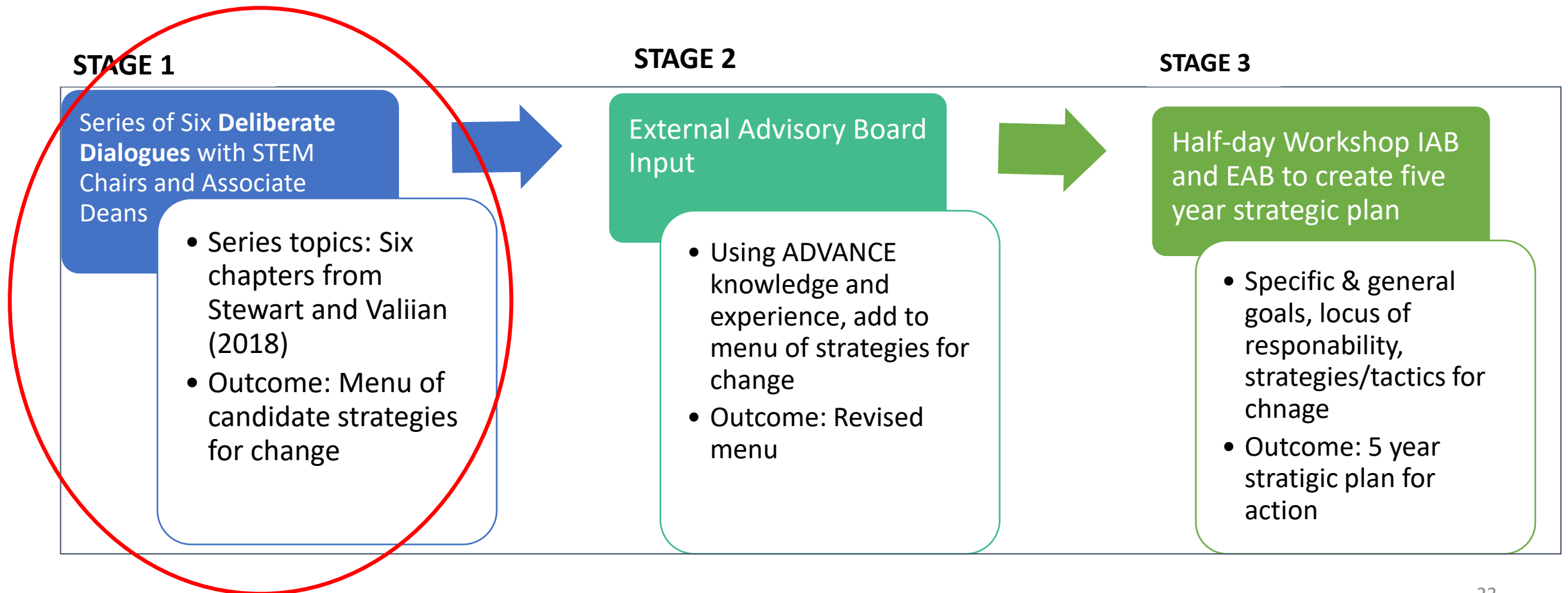| Family friendly policies	Written policy	Date created/ updated
Parental leave (paid)	Yes	July, 2019
Child care	No	-
Children in the workplace	Yes	July, 2019
Flexible work – service/ teaching assignments	No	-
Hiring		
Accompanying (trailing) spouse hiring	No, case by case	-
Opportunity (minority) hiring	No, case by case	-
Minority/ Women recruitment	No	-
Search committee process	No	-
Antidiscrimination/ EEO	Policies 3.06 & 3.47	Updated 2019
Retention		
Tenure extension	Yes	2006
Expanded Tenure & Promotion Criteria	Yes	Updated 2018
Affirmative Action	Yes	Annual reporting
Grievance/ reporting process	Policy 4.04	
Active audits	No	

Policy Review Next Step

- Continue the comparison with our peer institutions
- Extensive review of hiring practices
- Identify more family friendly policies
- Work with the Office of HR to propose such policy/ practices
- Work with Faculty Senate to seek policy/ practices promoting women and minority faculty success

# Equity of Resources: Lab Survey

Update

Deliberative Dialogues

Create a 5 year strategic plan based upon best practices to address barriers found in Task 1.

STAGE 1

Series of Six **Deliberate Dialogues** with STEM Chairs and Associate Deans

- Series topics: Six chapters from Stewart and Valiian (2018)
- Outcome: Menu of candidate strategies for change

STAGE 2

External Advisory Board Input

- Using ADVANCE knowledge and experience, add to menu of strategies for change
- Outcome: Revised menu

STAGE 3

Half-day Workshop IAB and EAB to create five year strategic plan

- Specific & general goals, locus of responability, strategies/tactics for chnage
- Outcome: 5 year stratigic plan for action

Deliberative Dialogues

Aug. 31	Overview of NSF ADVANCE; Findings thus far; Process of deliberative dialogues
Sept. 14	Chapter 2: The Benefits of Diversity and Inclusion
Sept 21	Chapter 5: Recruiting New Faculty: Developing a diverse pool and an equitable search process
Oct. 5	Chapter 6: Evaluating Job Candidates: Choosing the short list and treating interviewees equitably
Oct. 19	Chapter 7: Retaining Faculty: Building community the academic workplace
Nov. 2	Chapter 8: Facilitating Faculty Success
Nov. 16	Chapter 9: Recognizing Faculty Accomplishments

An Inclusive Academy

Achieving Diversity and Excellence

Abigail Stewart and Virginia Valian
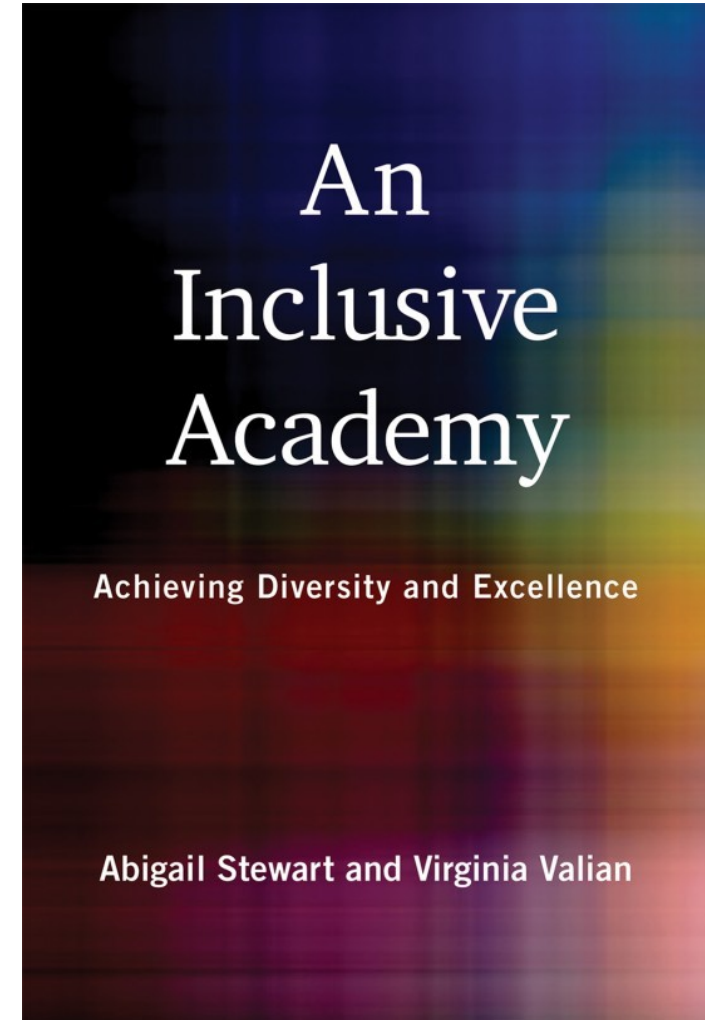
Jan Twomey, Eng. Associate Dean for Faculty Development and Research
COACHE, working w/ HR, salary, communication

Jean Griffith, Chair, English Department
Deliberative dialogues

Rhonda Lewis, Chair, Psychology Department
Focus groups, deliberative dialogues

David Eichhorn, LAS Associate Dean for Faculty Development and Research
Institutional data
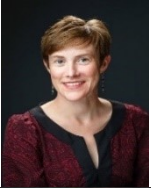
Linnea Glenmaye, Associate VP for Academic Affairs
COACHE, Faculty Policies/Procedures analysis

Gery Markova, Associate Professor, Department of Management
Faculty Policies/Procedures analysis

Moriah Beck, Associate Professor, Department of Chemistry
Lab space equity

David Wright, Associate Vice President for Academic Data Systems and Strategic Planning
Institutional data

Tiffany Franks, Assistant Director/Senior Research Analyst, Office of Planning & Analysis
Institutional data

Marcie Holsteen, SPHR
Faculty hiring, HR data

Stormy Malone, Psych GRA
Website, Deliberate dialogue assessment