



to increase the representation of women and minorities faculty in STEM

Deliberative Dialogues

NSF ADVANCE Catalyst @ Wichita State

Deliberate Dialogue is a commonly employed form of discussion that seeks to find the best course of action to address complex problems. Focusing on potential actions, Deliberate Dialogues, explore various ways to respond to resolve an issue (Lavis, Boyko, & Francois-Pierre, Lavis, J.)

Boyko, J., Francois-Pierre, G. (2014) Evaluating deliberative dialogues focused on healthy public policy. BMC Public Health, 14, 1287. <https://doi.org/10.1186/1471-2458-14-1287.2014>).



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.



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)

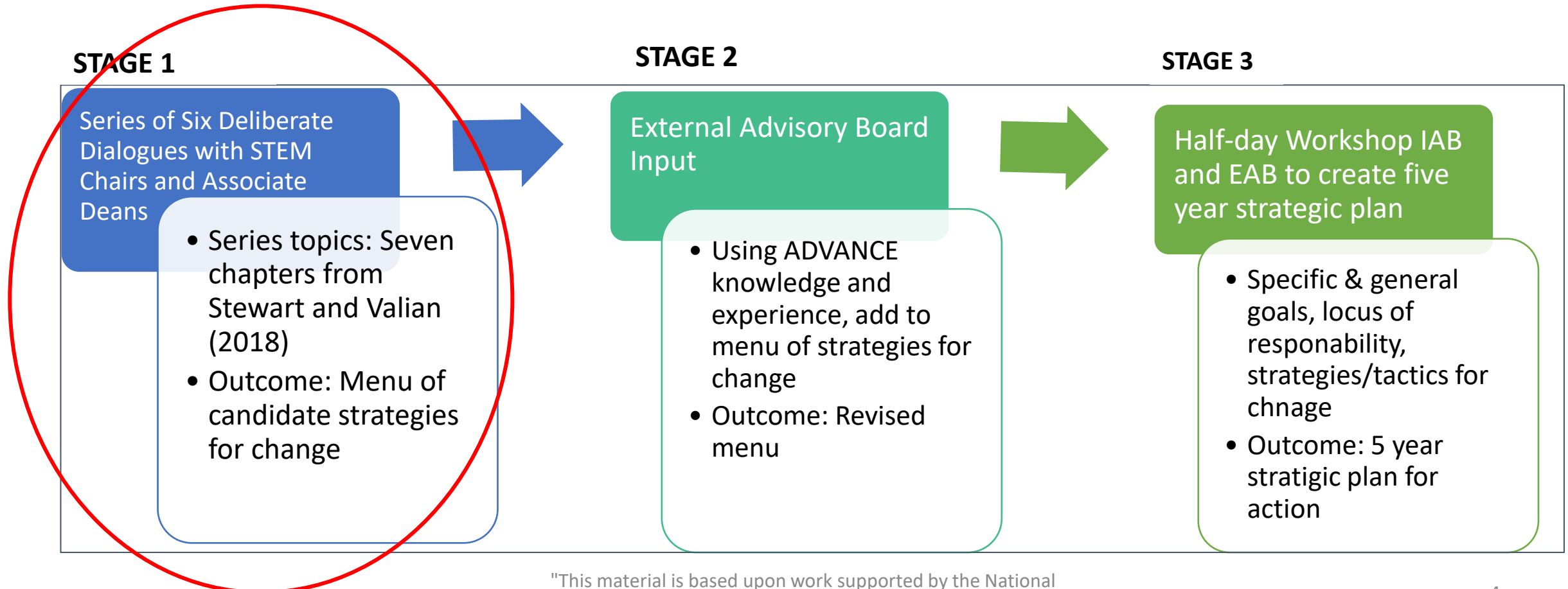
Math, Stats. & Physics (Liberal Arts &Science)

Psychology (Liberal Arts &Science)



Task2: Deliberative Dialogues

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



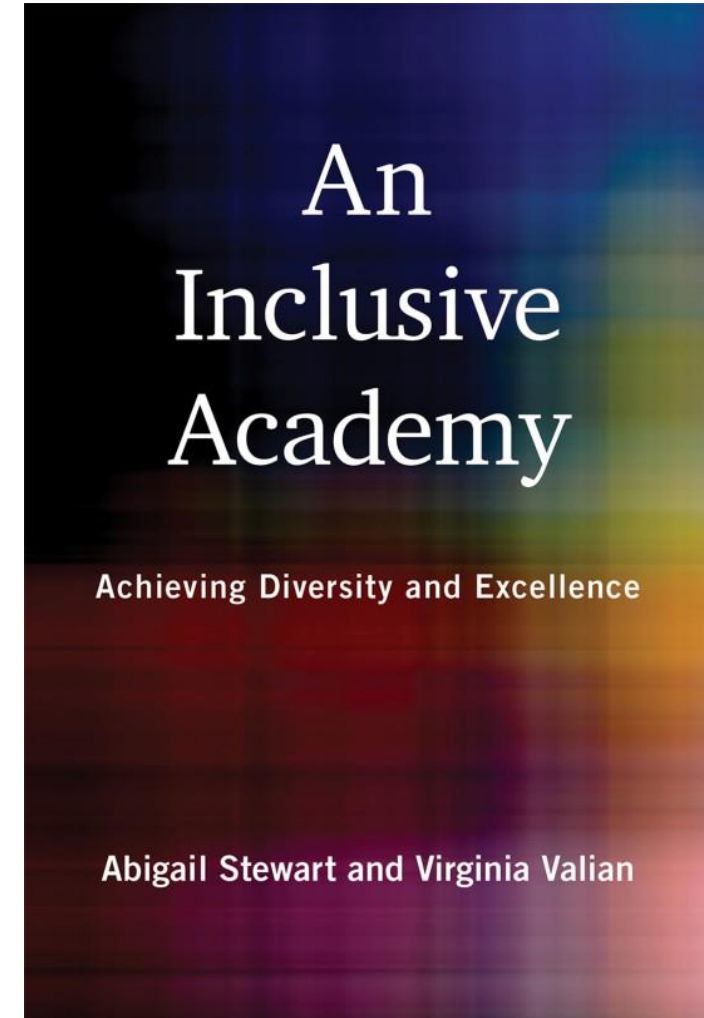
Deliberative Dialogue Process

A series of dialogues is under way with STEM department chairs and associate deans covering six chapters of *An Inclusive Academy by Stewart and Valian (2018)*; <https://mitpress.mit.edu/books/inclusive-academy>. The six chapters include distinct actions by senior administrators, chairs, individual faculty, and search committees on how to achieve an inclusive academy through recruiting and developing a diverse pool of candidates, evaluating job candidates, retaining faculty, facilitating faculty success, and evaluating and promoting faculty.

The **outcome** of the dialogues will be used as input to create a five-year strategic plan to increasing diversity and inclusion.

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



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