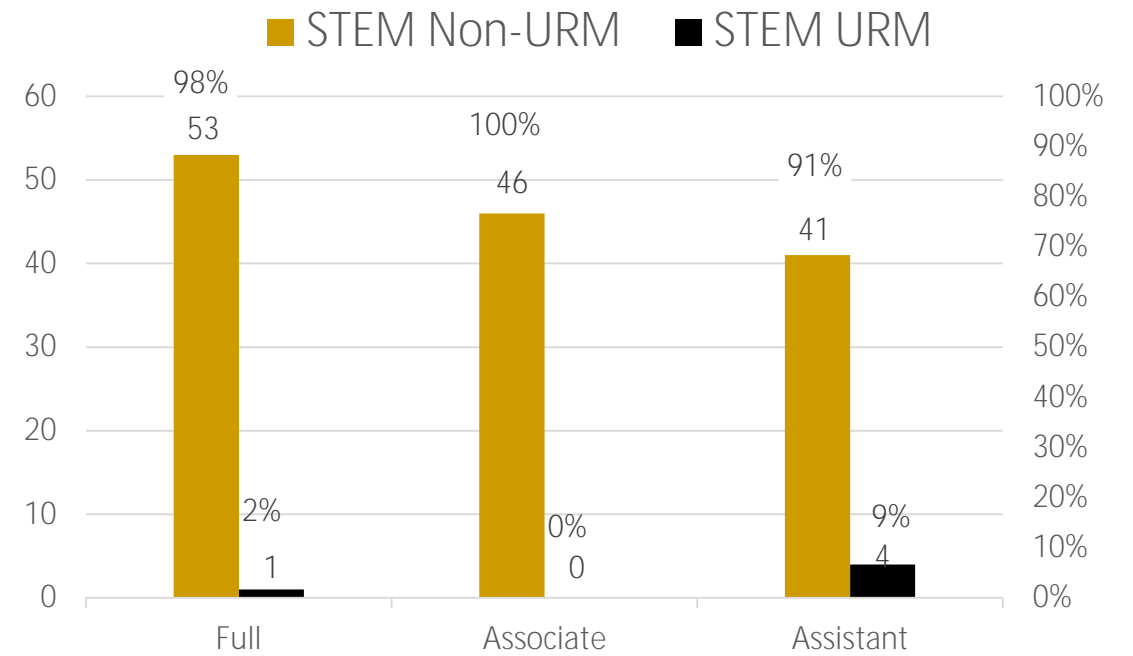
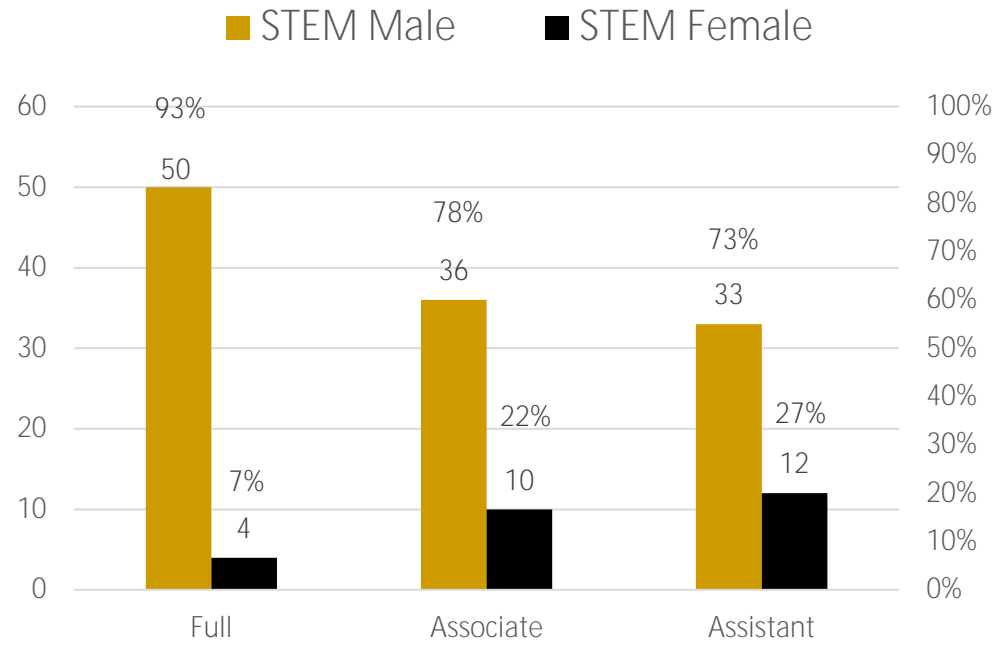


1. What is the distribution of STEM faculty by gender and minority status according to tenure track status (tenure-track faculty vs non-tenure track teaching faculty), rank, and department?
2. What is the gender and URM distribution of STEM faculty in leadership positions?
3. Have institutional recruitment 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
(p18(a4(s)14(ti(bu)-3(tion of S)7(TEM f)20r.4562 960 540 reW*ñ0.96 w0 GAMF1 20.04 Tf69C GAMF1 20.04

Baseline Fall 2018

Baseline stats 2018 STEM Tenure track



- Too few females and URM at all ranks, especially full professor
- Female candidate pools are low

- 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



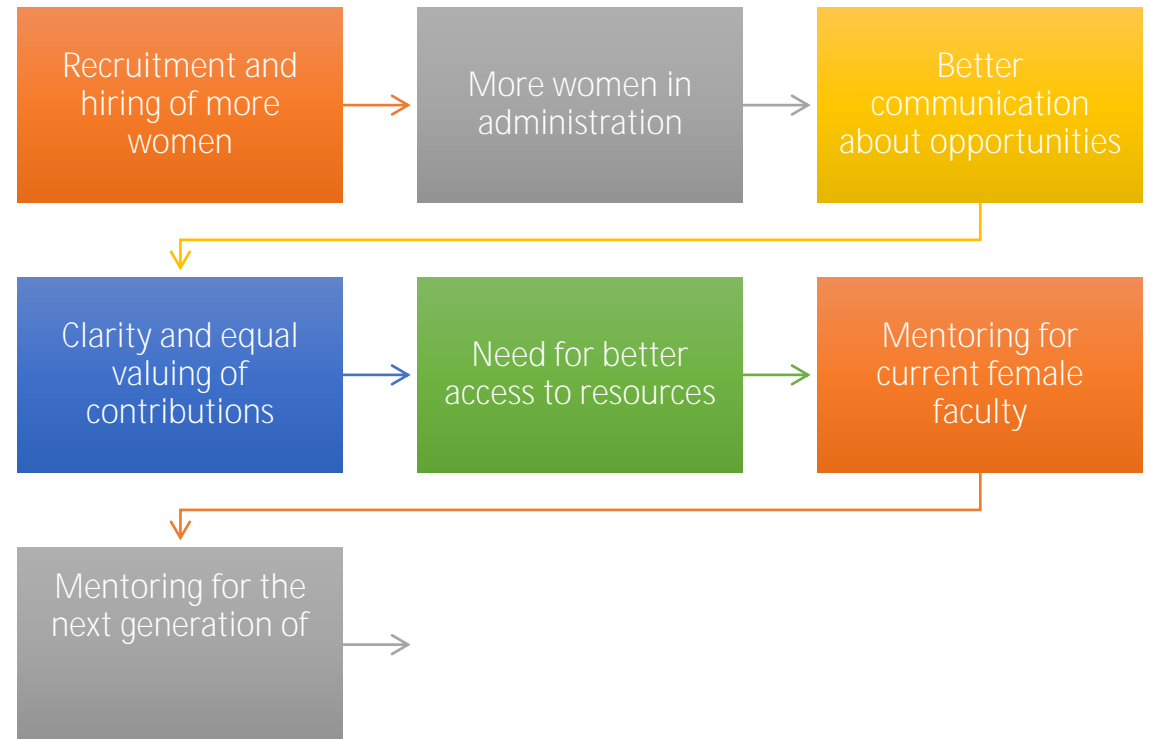
Three in person focus groups were conducted with female faculty (STEM only)

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

- 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



Themes

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

Recommendation

Look at established programs for

Common Themes

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



HARVARD
collaborative on...

University 2020

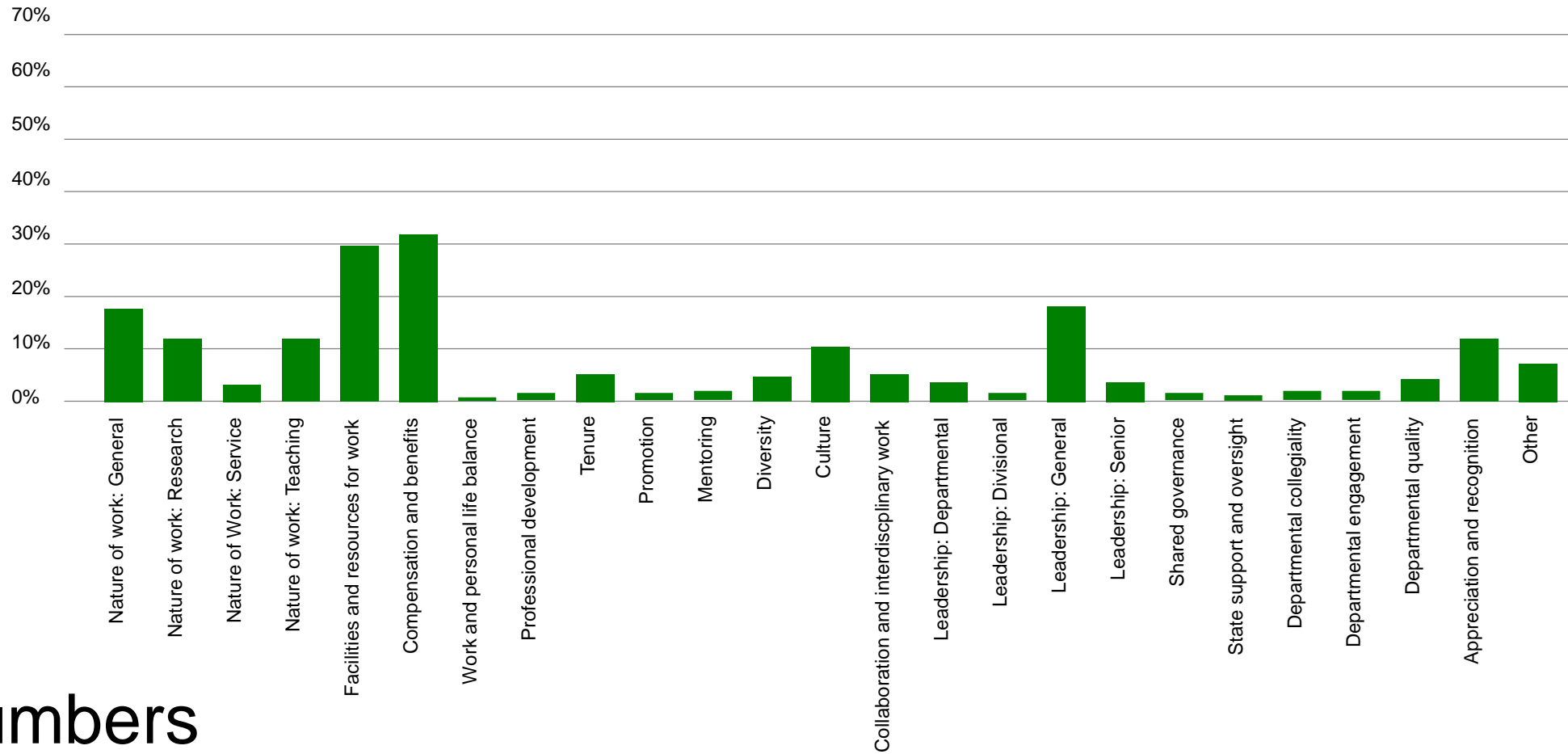
Wichita State

		overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc
	population	547	267	120	160	127	140	286	255	400	147
Your Institution	responders	271	127	70	74	60	67	124	142	205	66
	response rate	50%	48%	58%	46%	47%	48%	43%	56%	51%	45%
Selected	population	6183	2825	979	2379	1533	1802	3321	2849	4347	1761
Comparison	responders	3195	1481	527	1187	773	972	1566	1616	2318	



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

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



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.





All Faculty (271/547)	Men (124/286)	Women (142/255)	White (205/400)	FOC (66/147)
NOW:Research	NOW:Research	NOW:Research	NOW:Research	NOW:Research
Facilities and Work Resources	Facilities and Work Resources	Facilities and Work Resources	Facilities and Work Resources	Facilities and Work Resources
Health/Retirement	Health/Retirement			Health/Retirement
	Governance Adaptability			
		Leadership Divisional	Leadership Divisional	
		Dept Quality		
		Mentoring		

	Yes	July, 2019
	No	-
	Yes	July, 2019
	No	-
	No, case by case	-
	No, case by case	-
	No	-
	No	-
	Policies 3.06 & 3.47	Updated 2019
	Yes	2006
	Yes	Updated 2018
	Yes	Annual reporting
	Policy 4.04	
	No	

- 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

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



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

Jean Griffith, Chair, English Department
Deliberative dialogues

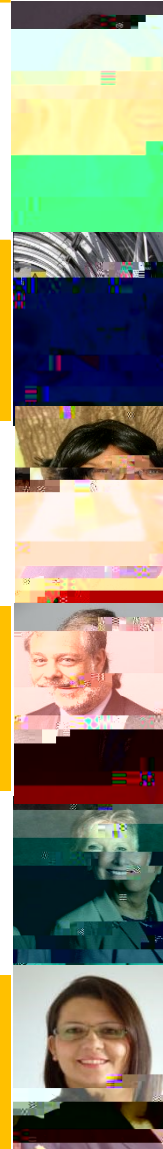
Rhonda Lewis, Chair, Psychology Department
Focus groups, deliberative dialogues

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

