# Paucity of Female and URM Tenure Track Faculty ‘the numbers’

Baseline Fall 2018

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

# STEM Departments of WSU

**Economics (Business)**

**Fin., Dec Sci (Business)**

**Aerospace (Engineering)**

**Biomedical (Engineering)**

**Electrical /Computer Science (Engineering)**

**Industrial Systems & Manufacturing (Engineering)**

**Mechanical (Engineering)**

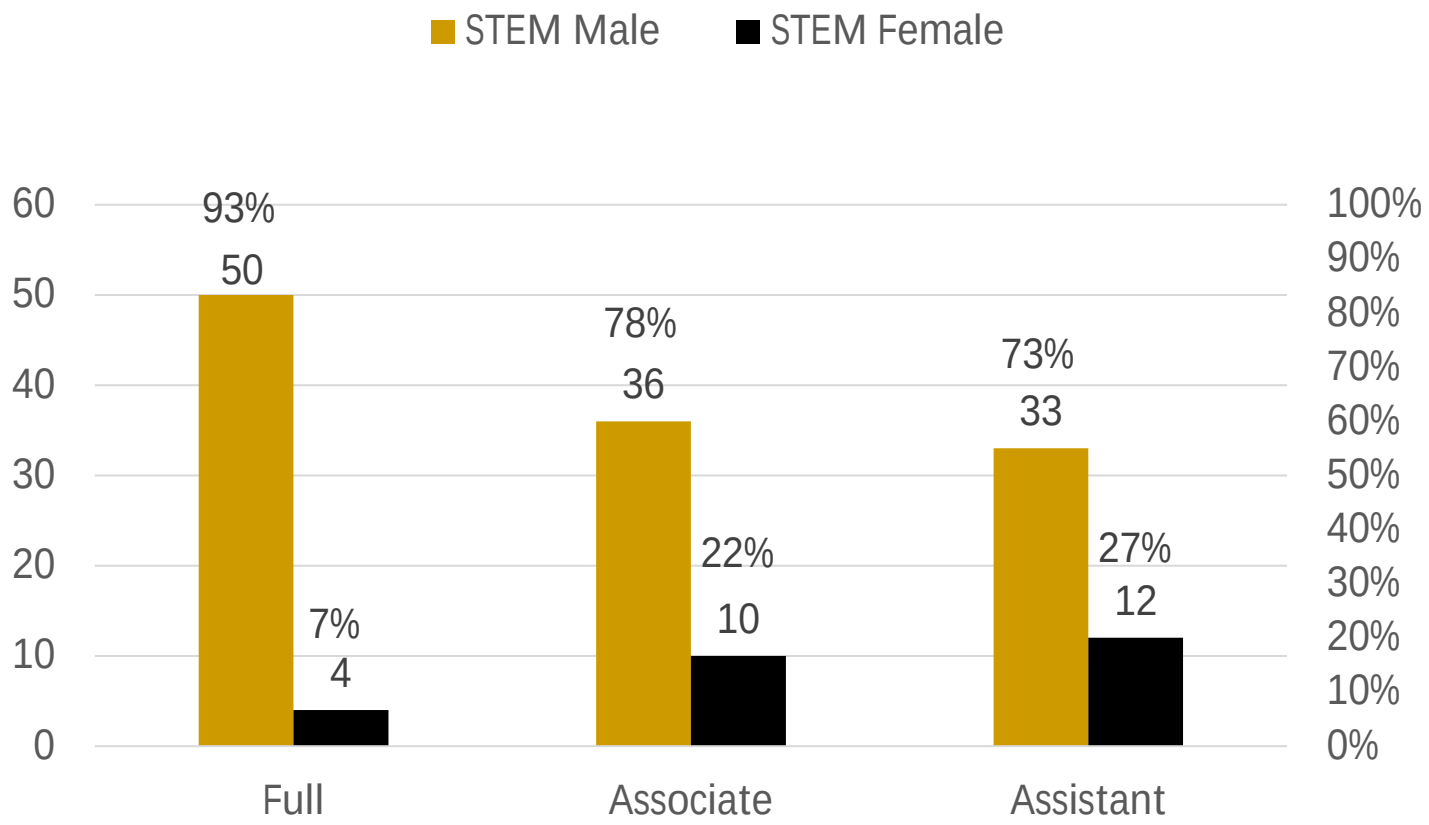
Biology (Liberal Arts &Science)

Chemistry (Liberal Arts &Science)

Geology (Liberal Arts &Science)

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

# Baseline stats 2018 STEM tenure track by gender




## STEM Faculty

119 Male (82%)

26 Female (18%)

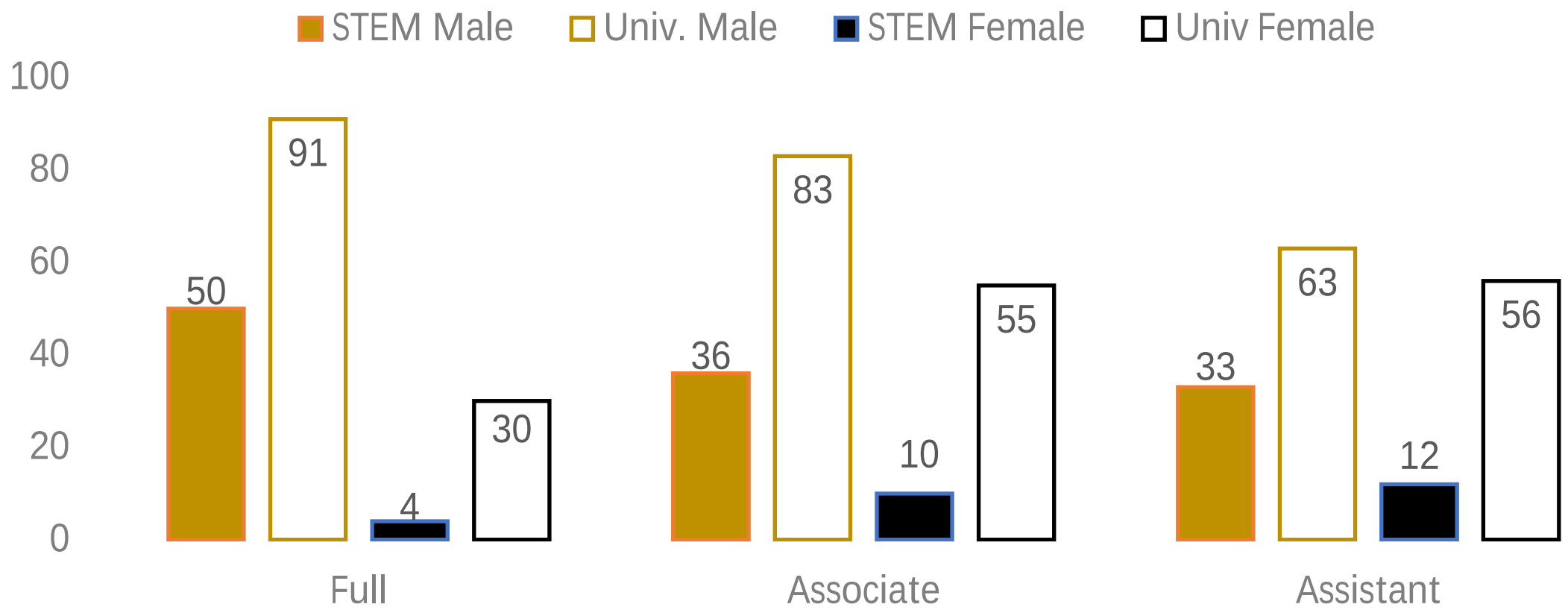
## URM STEM faculty

3 Male

2 Female

# Baseline counts of 2018 tenure track by gender

Univ. 37% Female
STEM 18% Female



# Baseline counts of 2018 tenure track by URM status

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Baseline stats 2018 Tenure track

# WSU STEM compared to National STEM

URM STEM Faculty

WSU 1%F 1%M; National 2.3%F 4.1% M

# Hiring

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# Proportion of female tenure track faculty hired



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# STEM Faculty: Time spent as associate professor

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

| Time to Make Full Professor Since 1967 | | |
|---|---|---|
| | Male | Female |
| Ave. # Years | 7.0 | 7.0 |
| # faculty | 43 | 4 |

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Average value of start-up packages for new hires since 2013 and average lab space for current faculty with research labs; sample size in contained in () *manufactruing hire.

# Summary thus far

# Institutional Assessment continued

- Non-tenure track faculty
- Female STEM faculty in leadership
- Salary equity analysis
- Polices/ procedures benchmark
- Lab space equity