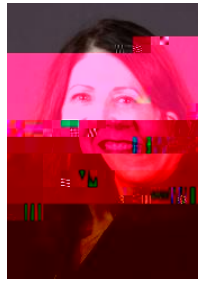
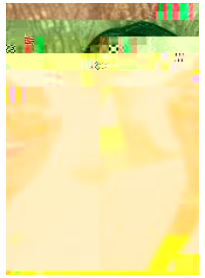
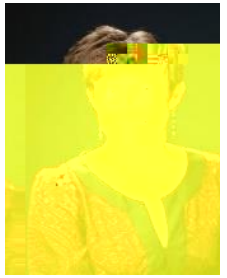
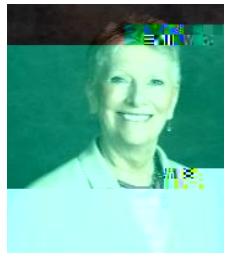
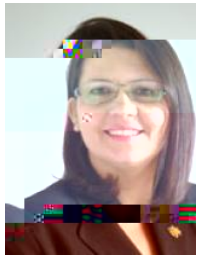
NSF ADVANCE CATALYST @ WSU



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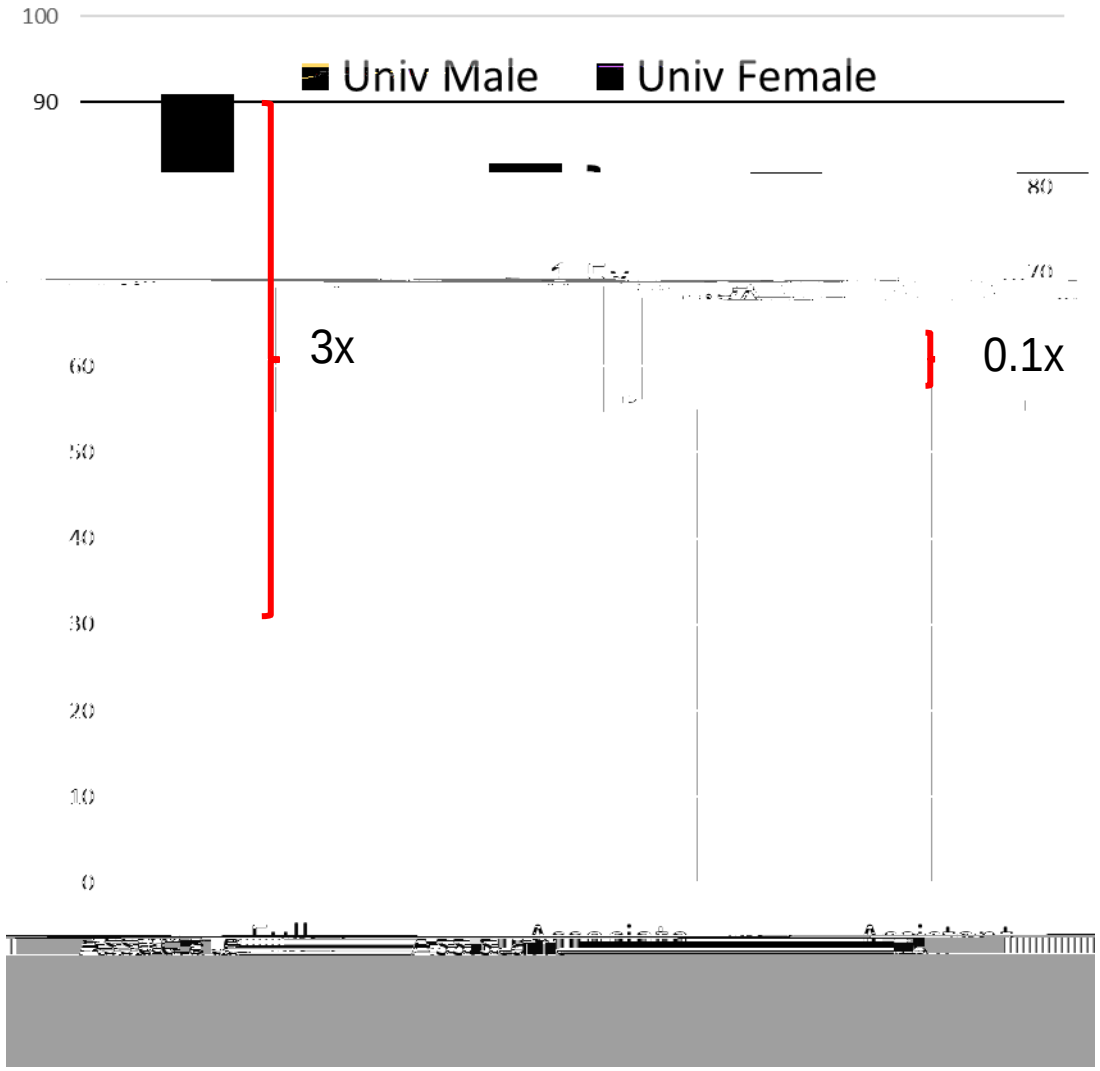

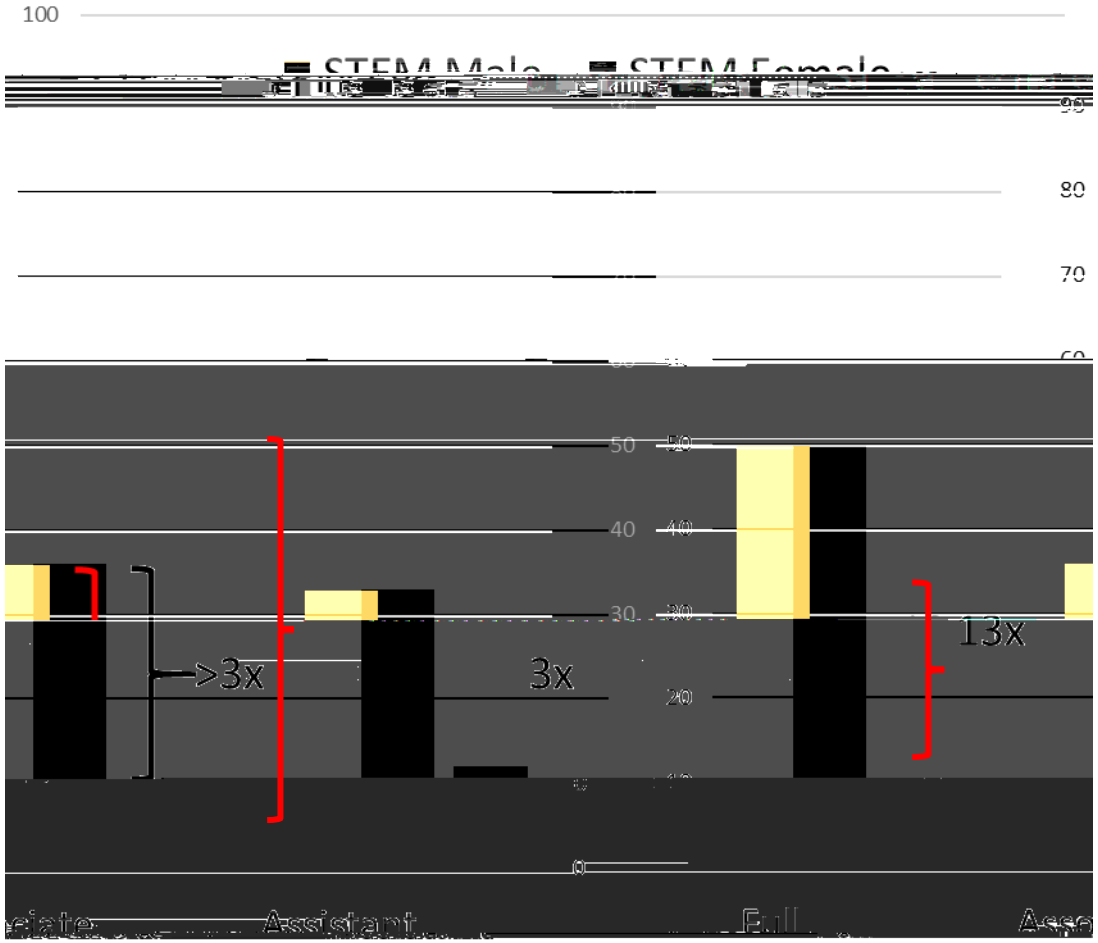

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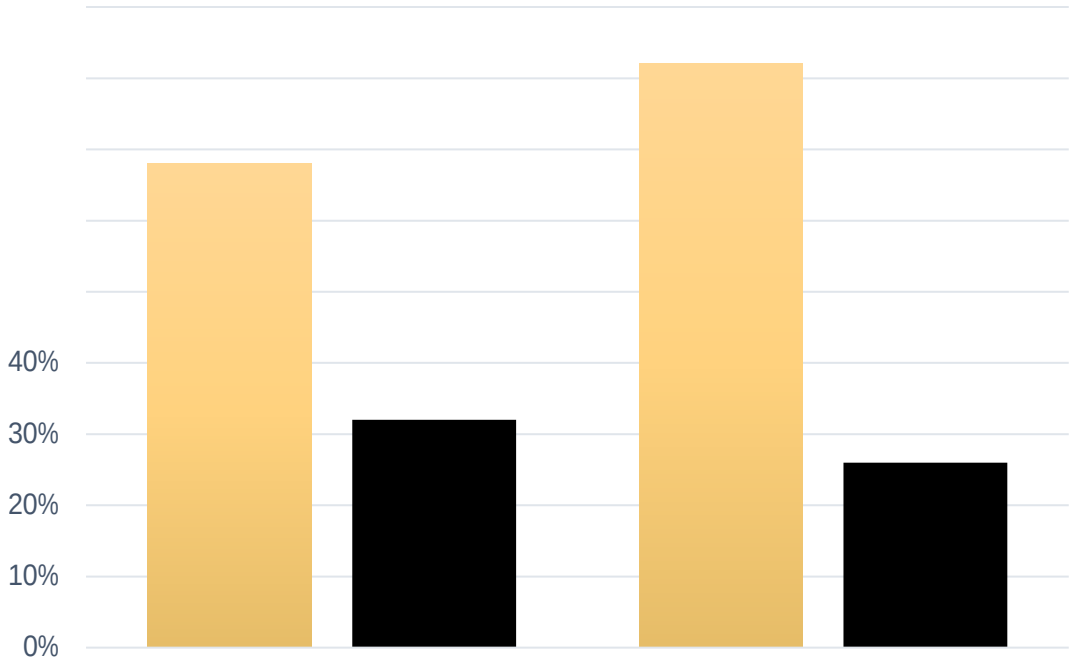
STEM

Non-Tenure Track



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Project objectives

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

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N

Create a five-year strategic plan to address the barriers

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Outcomes: Hiring

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

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Proportion of female tenure track faculty hired

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General Issues Identified by Focus Groups

Equal work for equal pay and benefits

Better representation at WSU administrative/levels

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Issues Identified by Focus Groups
Female STEM Faculty

Lack of support for advancement

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Unclear path/opportunity for advancement (NTT and TT)

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

N *N* *I* *I*

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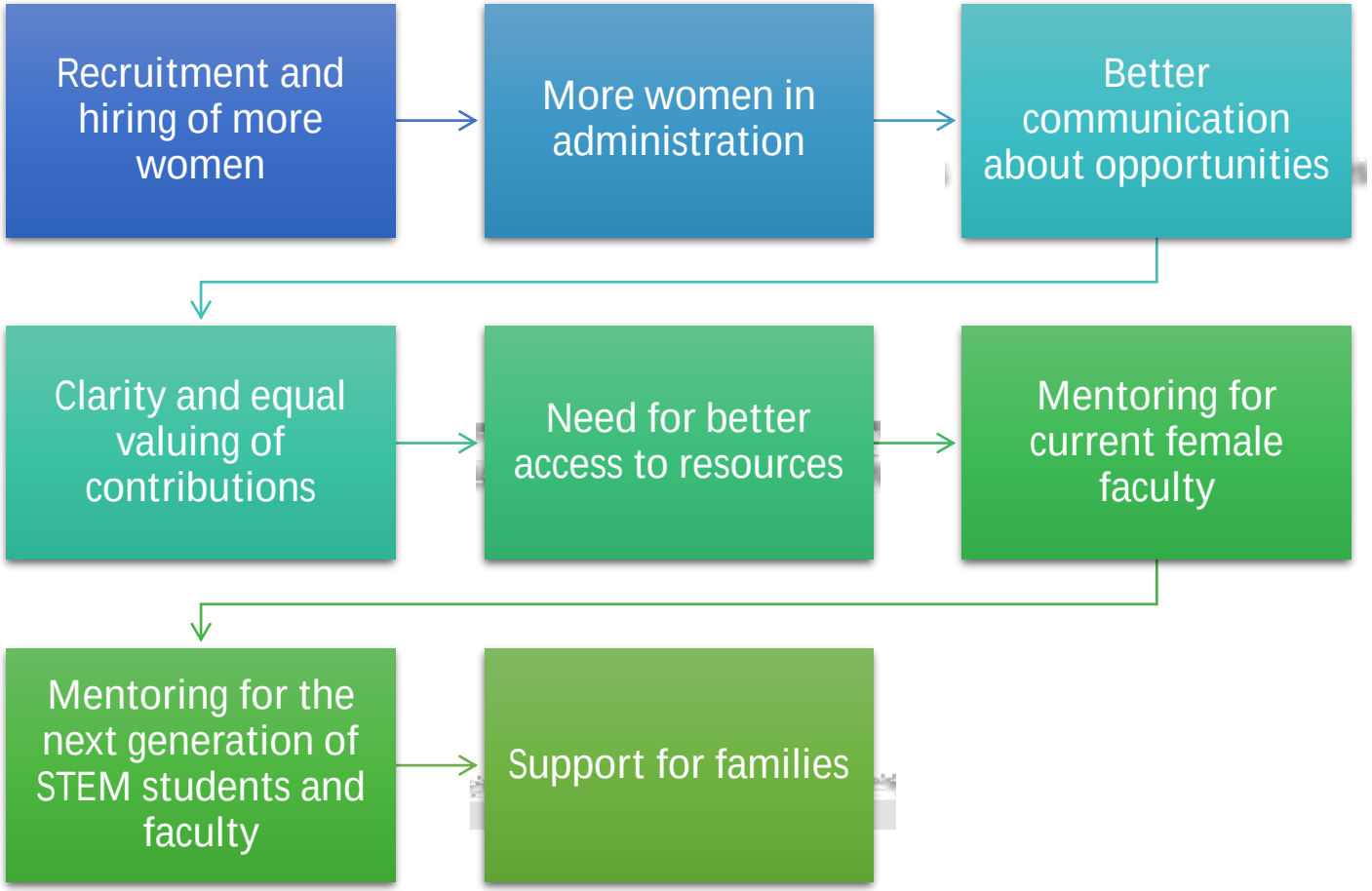
Focus Groups Recommendations

Female STEM Faculty



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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

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Thank you

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

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