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)

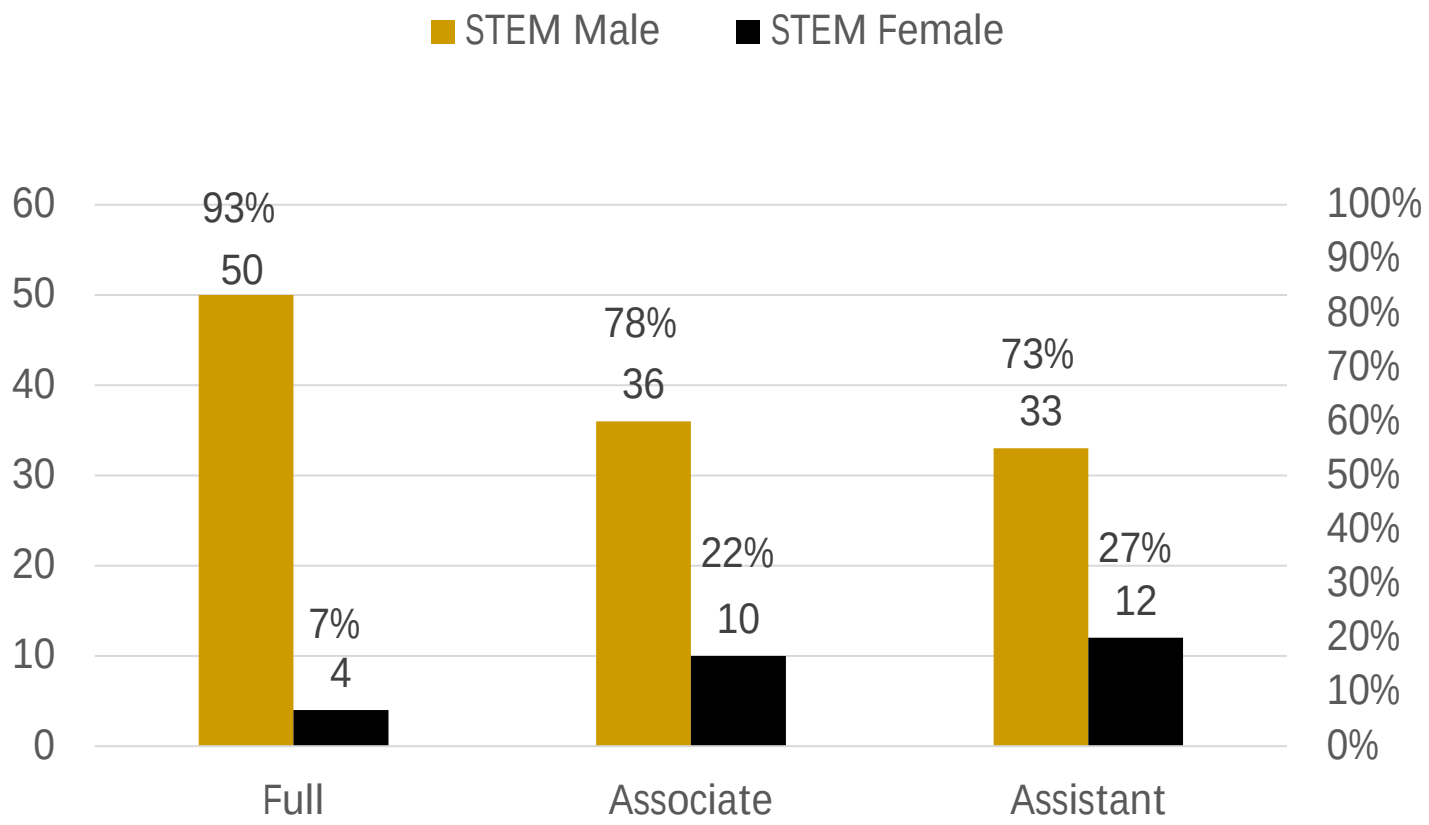
Biology (Liberal Arts &Science)

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%)

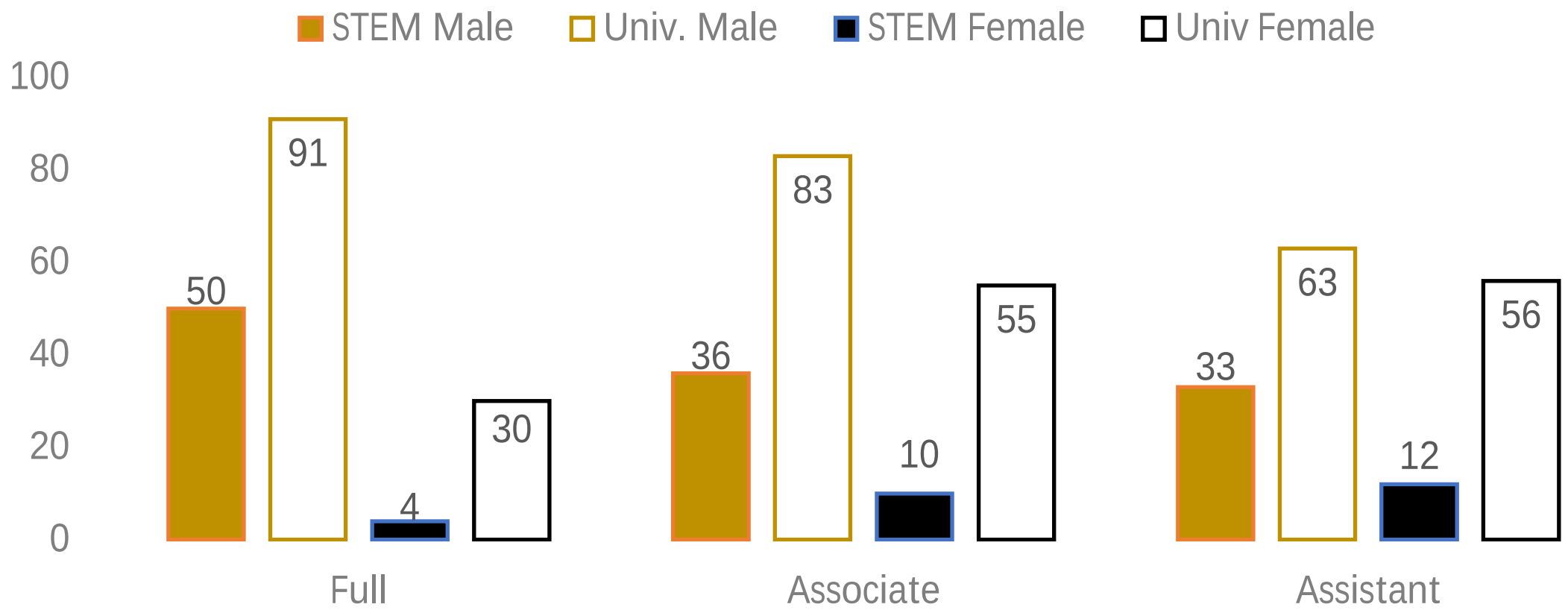
URM STEM faculty

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