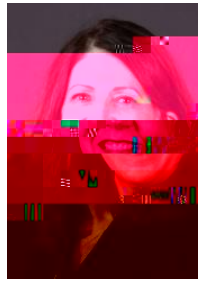
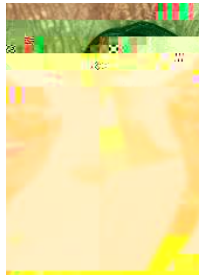
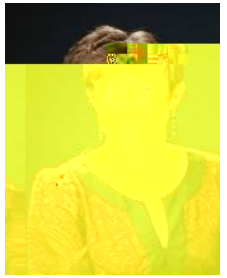
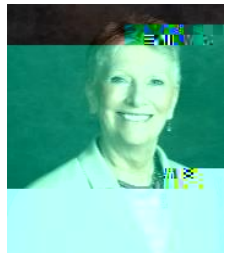
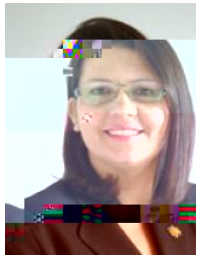
# NSF ADVANCE CATALYST @ WSU



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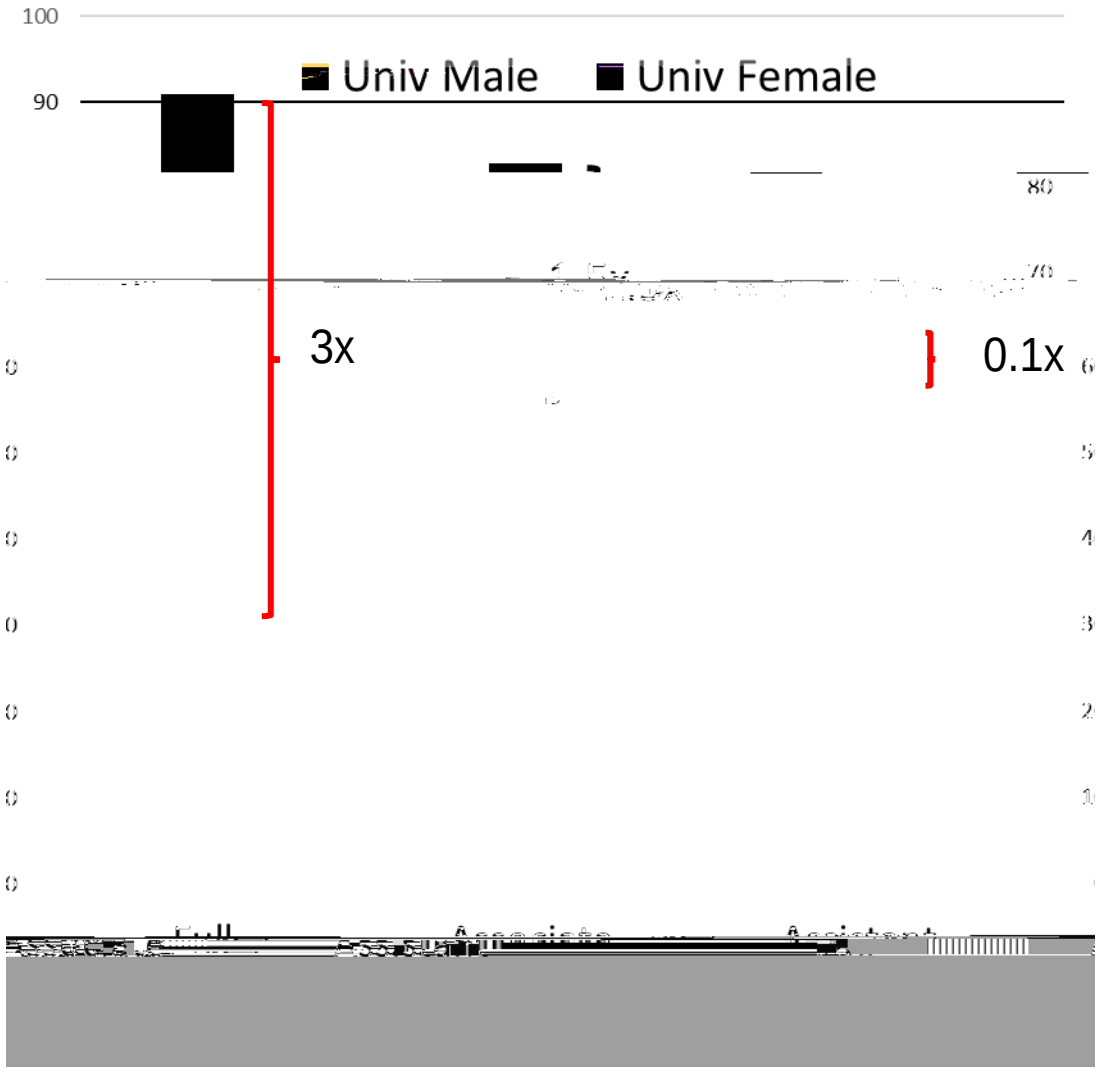


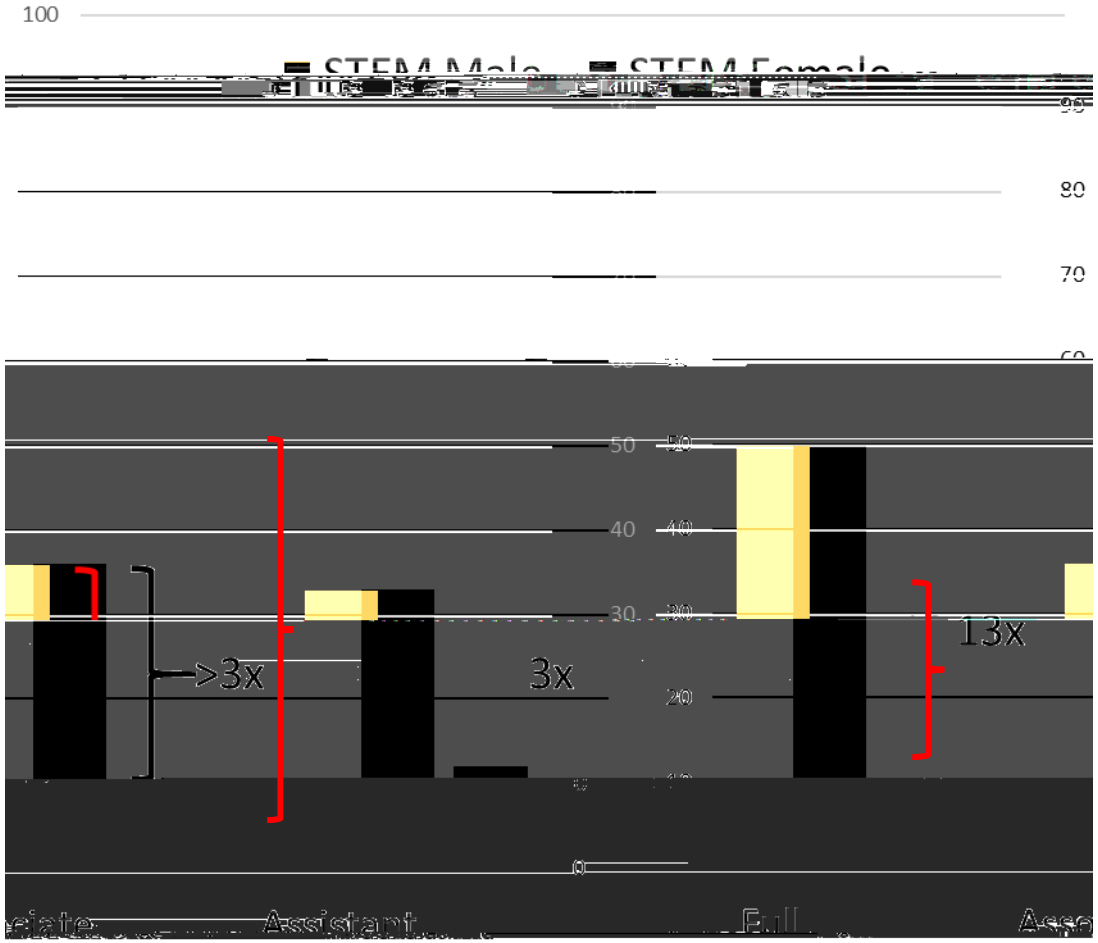


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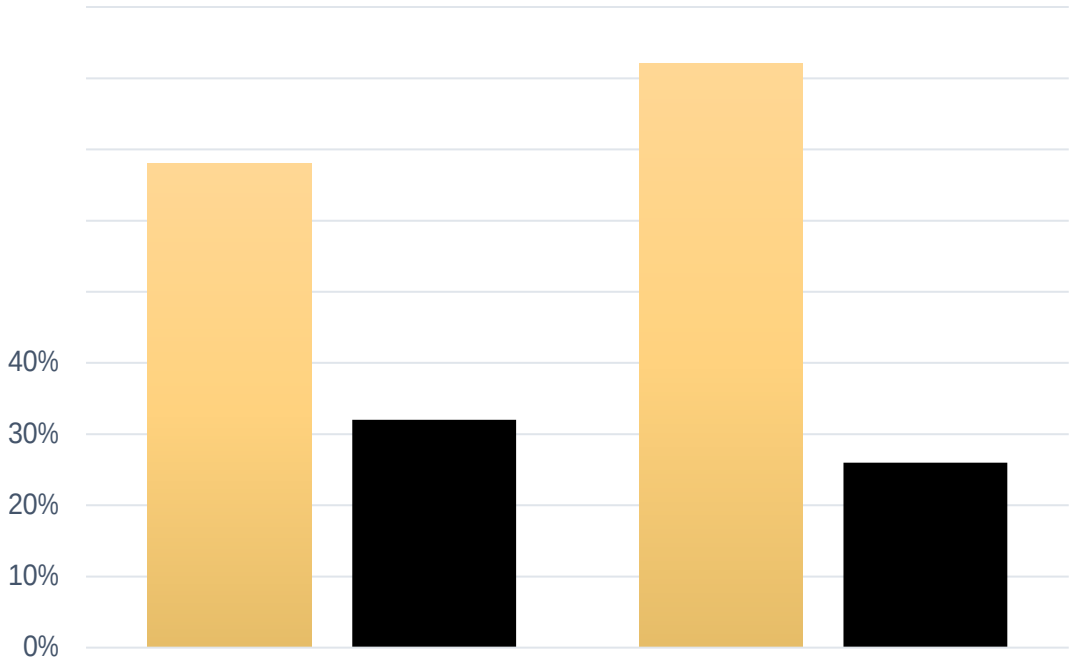
## STEM

## 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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## 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’

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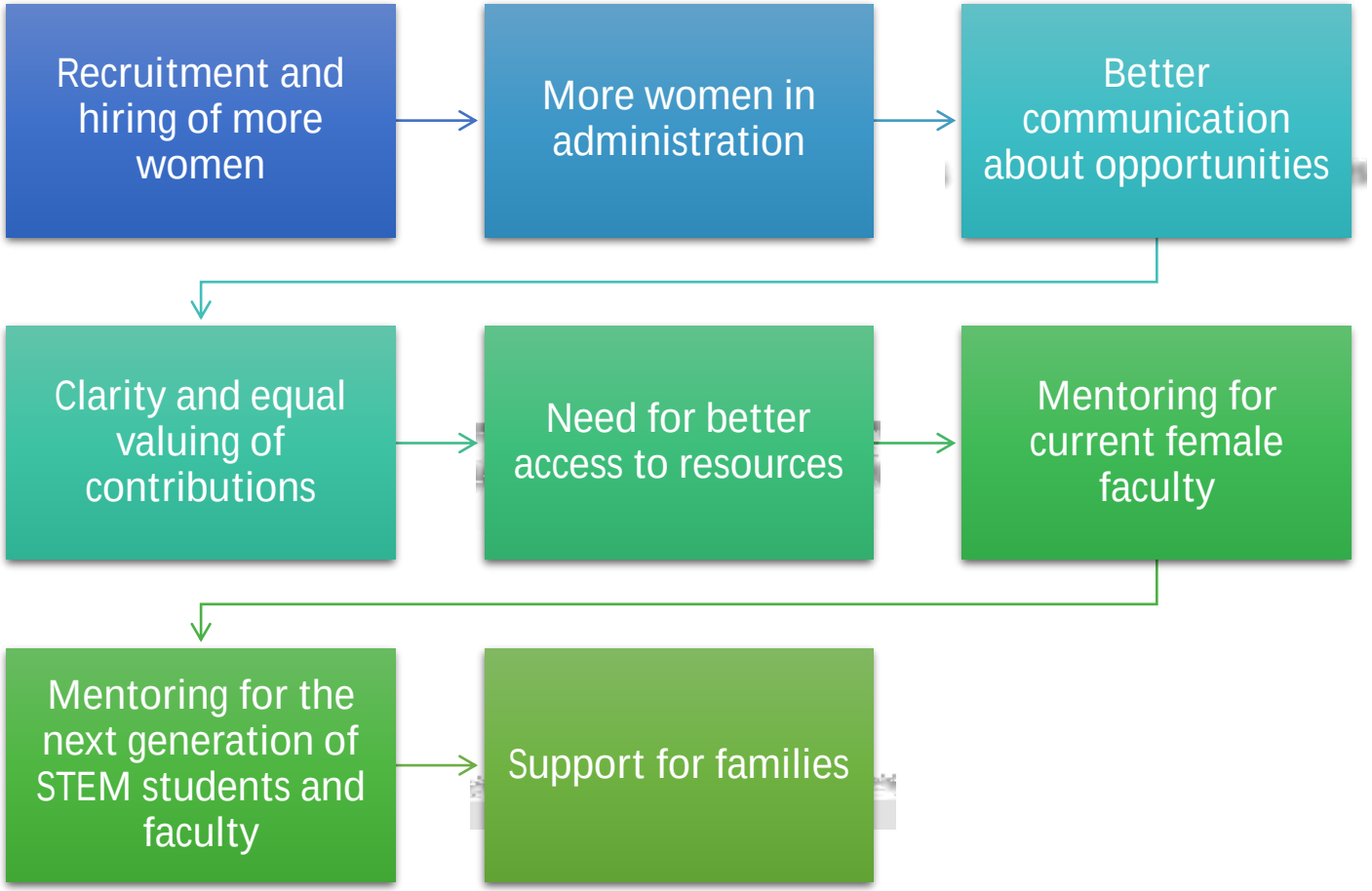
# Focus Groups Recommendations

## 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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