



HLC Accreditation 2020-2021

## **Evidence Document**

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NSF ADVANCE Catalyst @ WSU

Internal Advisory Board

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### **ADVANCE Catalyst Meeting, October 16, 2020**

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**Additional information:**



*to increase the representation of women and minorities faculty in STEM*

# ADVANCE Catalyst Meeting

## 10/16/20

### Internal Advisors

*Note: This meeting is being recorded to be share with people who could not attend.*

# Research Plan

## **Task 1: Assessment to identify barriers**

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 (policies and procedures) successful at addressing these barriers, and what additional measures should be taken to do so?

**Task 2: Create a 5 year strategic plan based upon best practices to address barriers found in Task 1.**

**Task 3: Plan for sustainability**

***Outcome: Five year strategic plan that will benefit all faculty, not just STEM and not Just women and URM.***

# STEM Departments

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)

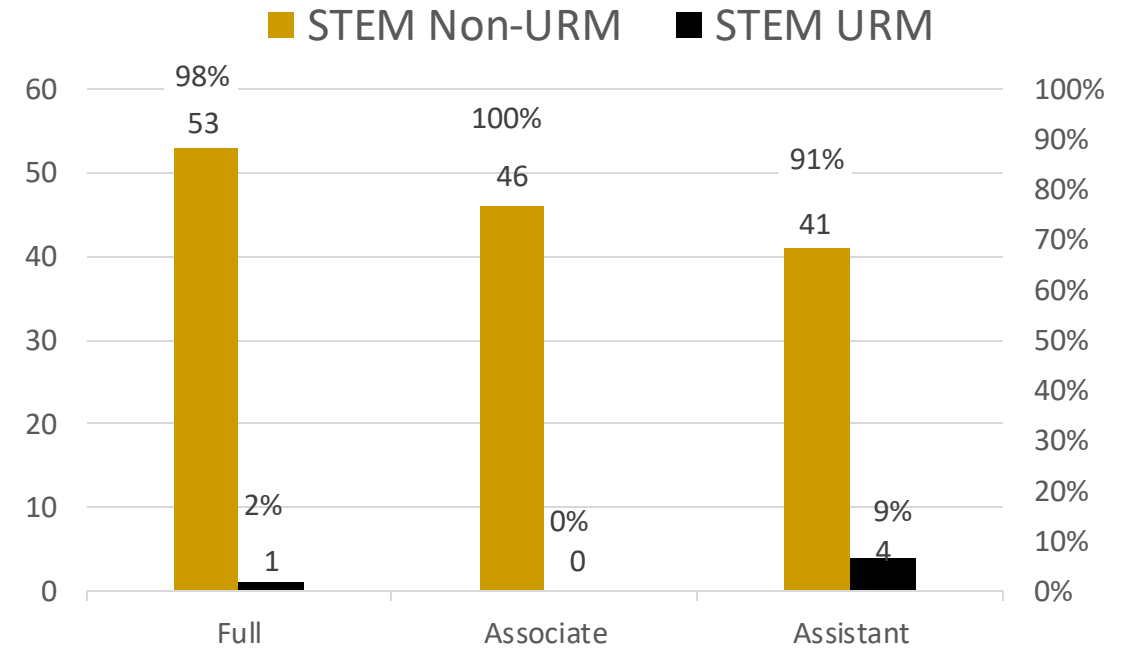
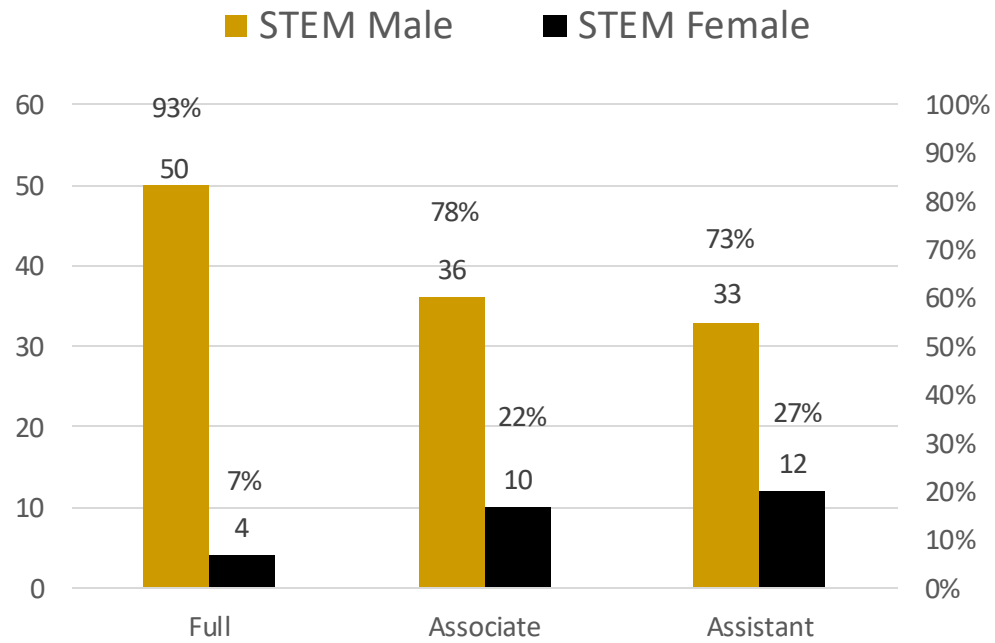
Math, Stats. & Physics (Liberal Arts &Science)

Psychology (Liberal Arts &Science)

# Paucity of Female and Underrepresented Minority STEM Tenure Track Faculty

Baseline Fall 2018

# Baseline stats 2018 STEM Tenure track



# Summary of Internal Advisory Board first meeting

- Too few females and URM at all ranks, especially full professor
- Female candidate pools are low
- URM candidate pool is not clear
- Attaining T&P does not appear to be problematic
- Support, in terms of start-up and lab space remains a question
- cursory examination of salaries does not appear to be a problem
- Data has been/remains our biggest challenge
- Small numbers increases difficulty in reporting correct data

# Agenda

- 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





# Faculty Focus Groups Outcomes

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

## Overall themes

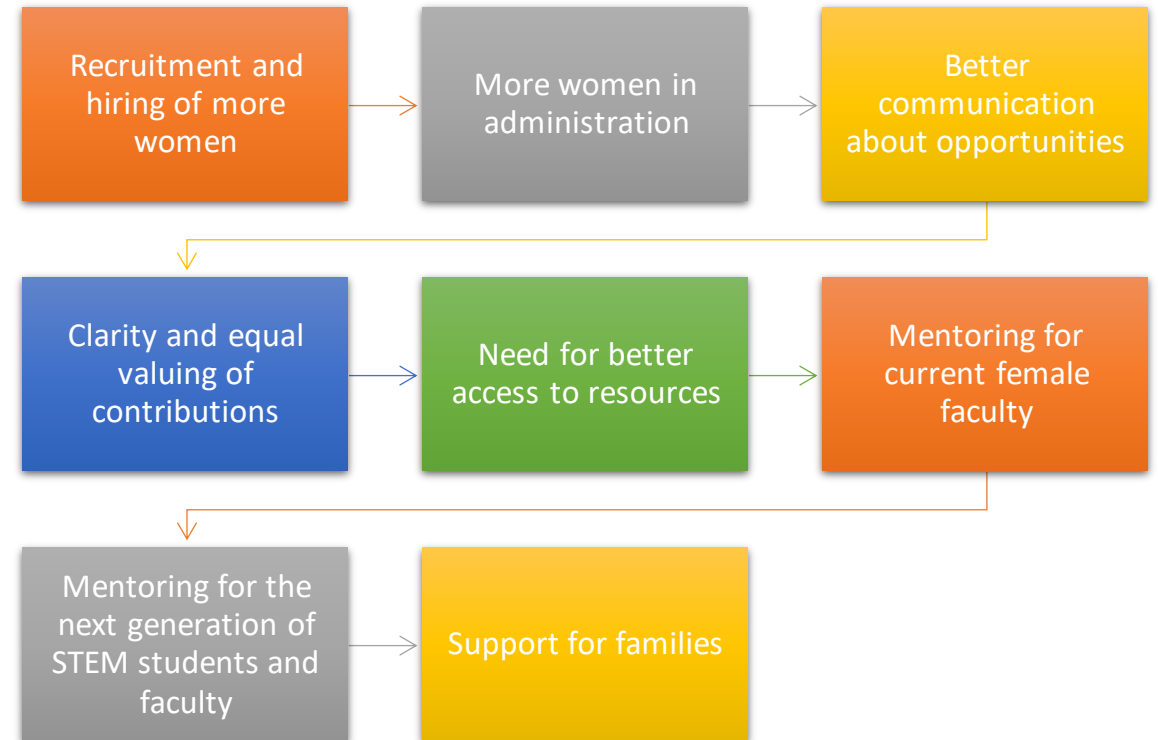
- Equal work for equal pay and benefit
- Representation in WSU administration/level
- Clear and consistent guidelines and expectations
- Mentoring and affinity groups

# Female STEM Faculty

## Themes

- 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

## Recommendations



Black and  
indigenous  
faculty of color

## Themes

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

## Recommendation

Look at established programs for  
ideas about recruitment

LGBTQ and  
persons with  
disabilities

## Common Themes

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

# LGBTQ+ and persons with disabilities

## Themes for LGBTQ+

- Lack of an affinity group
- Issues of intersectionality complicate the experience for LGBTQ+ faculty

## Themes for persons with disabilities

- Lack of information about how to accommodate disabilities
- General lack of resources and the focus on accommodating students rather than staff/faculty with disabilities
- More on visible disabilities but does less for those with invisible disabilities

## Recommendations for both groups

- More inclusive leadership
- More formal supports/affinity groups
- Better education about disabilities
- Equal pay for equal work



*to increase the representation of women and minorities faculty in STEM*

# Overview of COACHE Survey Results



collaborative on academic  
careers in higher education

**Faculty Job Satisfaction Project**  
Chief Academic Officer Report

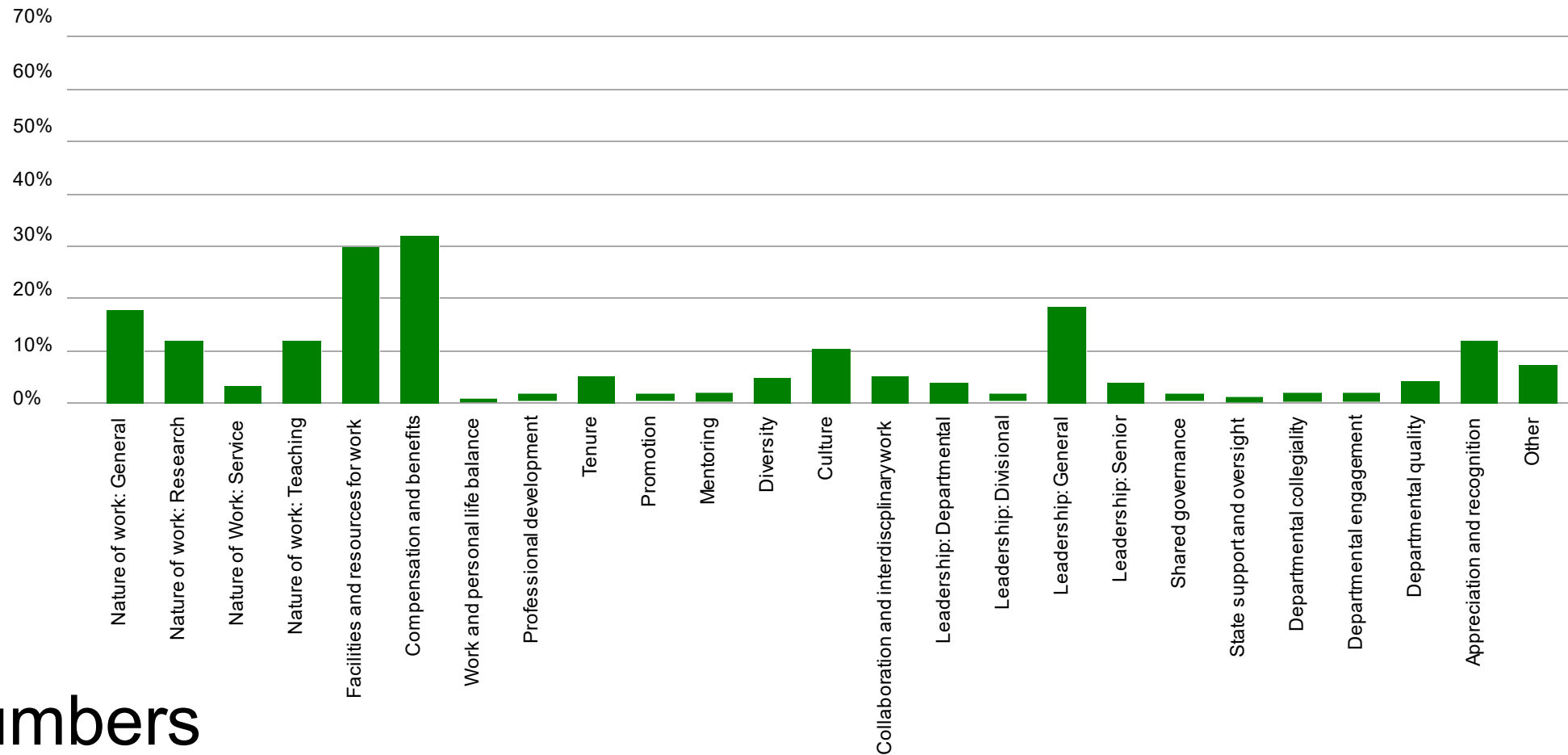
Wichita State University 2020

# Response Rates

		overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc
Your Institution	population	547	267	120	160	127	140	286	255	400	147
	responders	271	127	70	74	60	67	124	142	205	66
	response rate	50%	48%	58%	46%	47%	48%	43%	56%	51%	45%
Selected Comparison Institutions	population	6183	2825	979	2379	1533	1802	3321	2849	4347	1761
	responders	3195	1481	527	1187	773	972	1566	1616	2318	851
	response rate	52%	52%	54%	50%	50%	54%	47%	57%	53%	48%
Cohort Comparison Institutions	population	107383	53272	19290	34821	30429	29496	59084	44782	73837	2966
	responders	47125	24676	9075	13374	14342	13110	24141	22630	34879	1208
	response rate	44%	46%	47%	38%	47%	44%	41%	51%	47%	41%

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

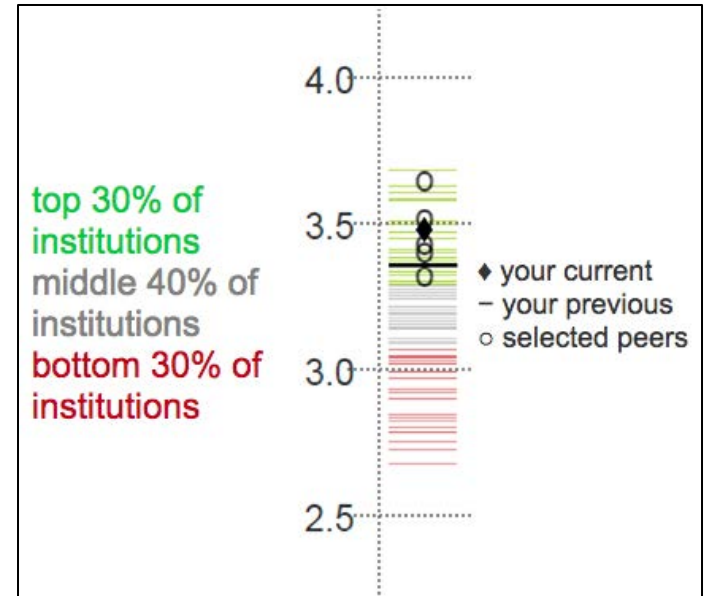
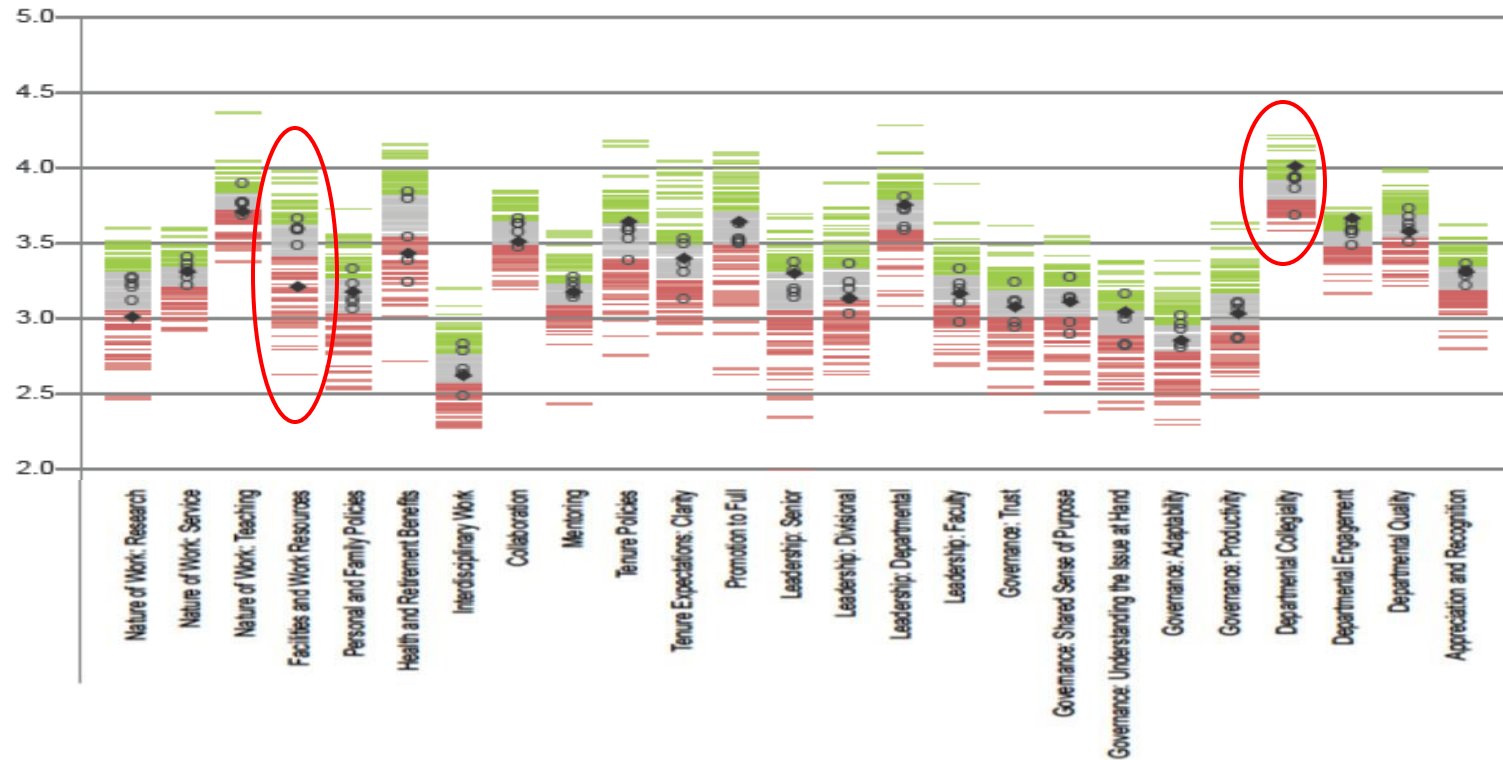




## In Numbers

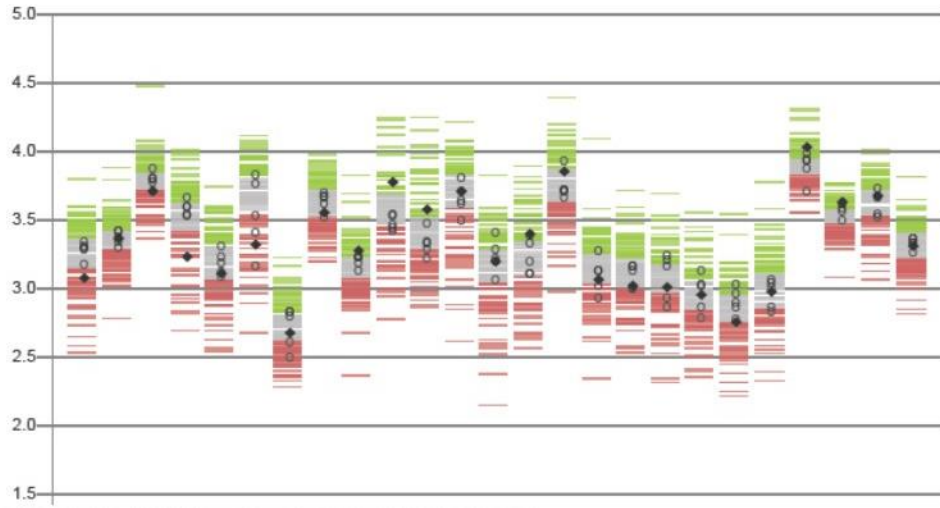
This chart displays the relative frequency of themes mentioned by your faculty in response to this question. Note that responses often touch upon multiple themes, so the total number of comments reported in this thematic summary will exceed the actual number of faculty who responded to this question.

# culty

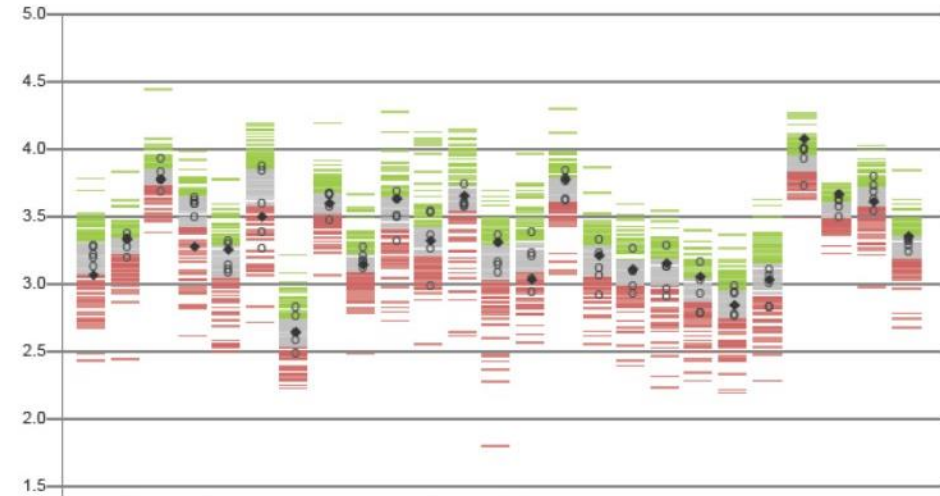


# Benchmark Comparison Across Groups

Men



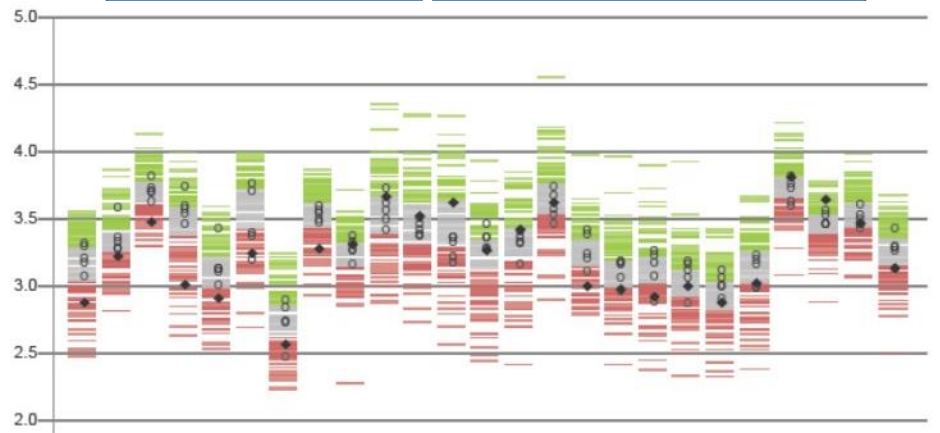
White



Women



Faculty of Color





# Items of Concern

Items of Concern (lower than most of our designated peers AND in lowest 30% of cohort)				
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		
				NOW:Teaching
				NOW:Service
				Personal/Family Policies
				Interdisc. Work
				Collaboration
				Leadership Faculty
				Governance Trust
				Governance Shared Sense of Purpose
				Appreciation/Recognition

# Items of Strength

Areas of Strength (higher than most of our designated peers AND in highest 30% of cohort)				
All Faculty	Men	Women	White	FOC
Tenure Policies	Tenure Policies			Tenure Policies
Dept Collegiality	Dept Collegiality	Dept Collegiality	Dept Collegiality	
Dept Engagement	Dept Engagement	Dept Engagement	Dept Engagement	Dept Engagement
	Mentoring			
	Tenure Expectations: Clarity			
	Leadership Divisional			Leadership Divisional
		Leadership Senior		
		Governance: Understanding Issue at Hand	Governance: Understanding Issue at Hand	
			Appreciation/Recognition	

	Same impression in both groups
	Opposite impression in two groups

# Plan to Disseminate Detailed COACHE Results

Explanation, plus pdfs posted on NSF ADVANCE Catalyst Website  
COACHE link available through MYWSU

<b>Family friendly policies</b>	<b>Written policy</b>	<b>Date created/ updated</b>
Parental leave (paid)	Yes	July, 2019
Child care	No	-
Children in the workplace	Yes	July, 2019
Flexible work – service/ teaching assignments	No	-
<b>Hiring</b>		
Accompanying (trailing) spouse hiring	No, case by case	-
Opportunity (minority) hiring	No, case by case	-
Minority/ Women recruitment	No	-
Search committee process	No	-
Antidiscrimination/ EEO	Policies 3.06 & 3.47	Updated 2019
<b>Retention</b>		
Tenure extension	Yes	2006
Expanded Tenure & Promotion Criteria	Yes	Updated 2018
Affirmative Action	Yes	Annual reporting
Grievance/ reporting process	Policy 4.04	
Active audits	No	

# Policy Review Next Step

- 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

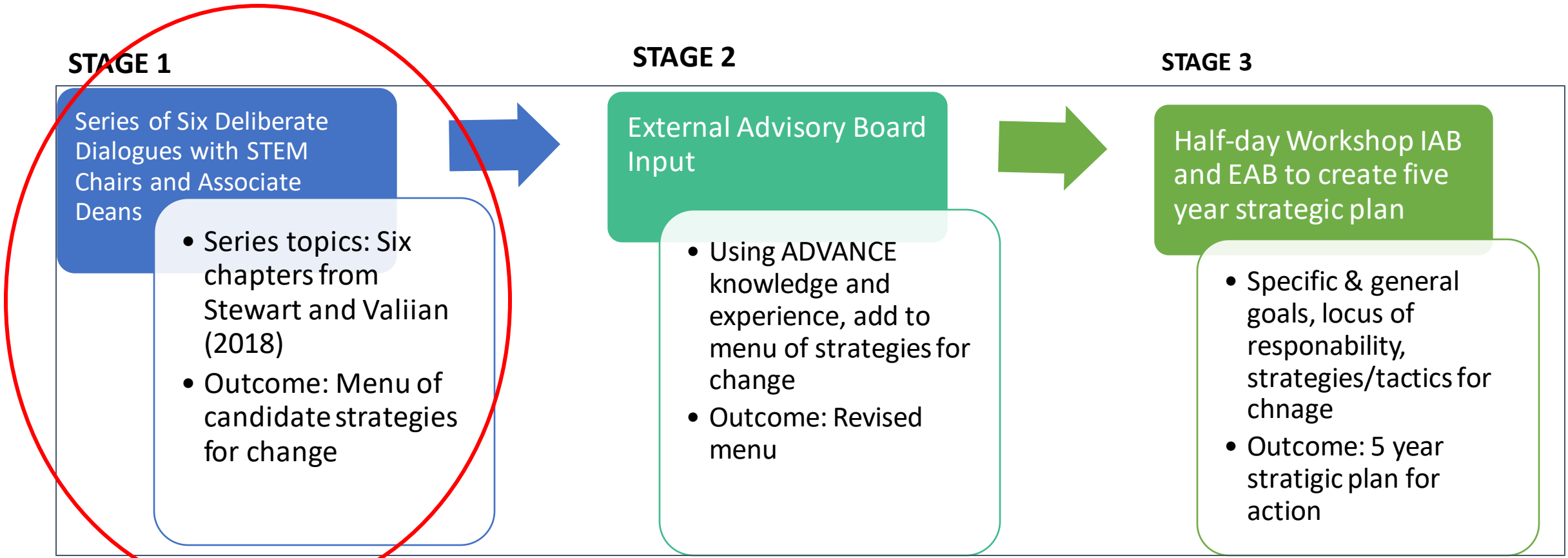
# Equity of Resources: Lab Survey

Update



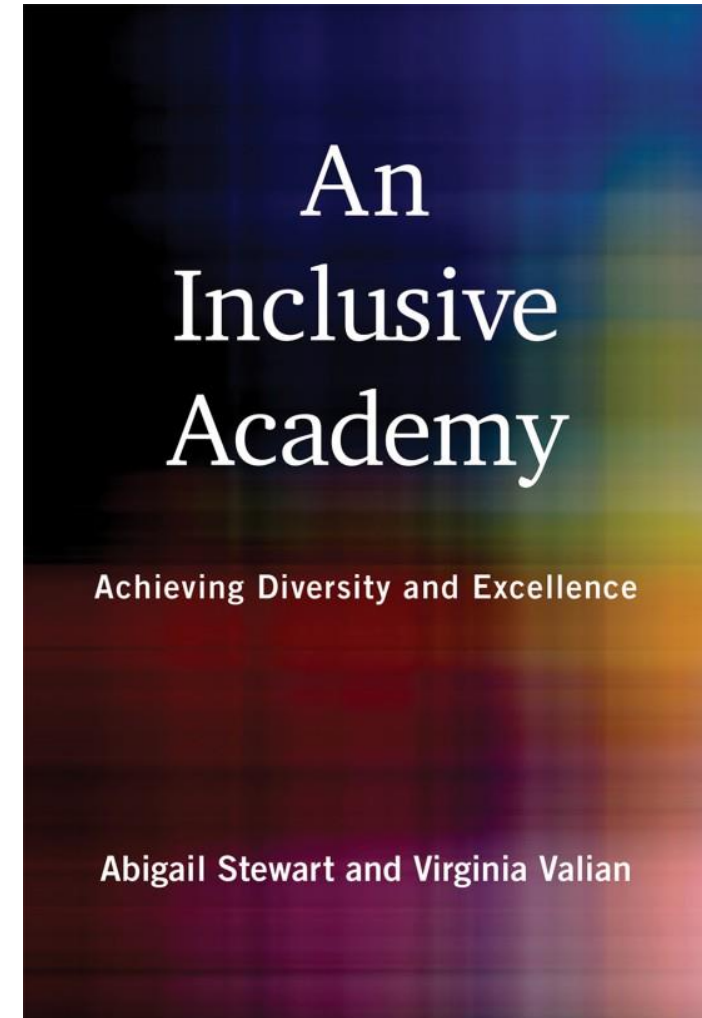
# Deliberative Dialogues:

Create a 5 year strategic plan based upon best practices to address barriers found in Task 1.



# Deliberative Dialogues

<b>Aug. 31</b>	✓ Overview of NSF ADVANCE; Findings thus far; Process of deliberative dialogues
<b>Sept. 14</b>	✓ Chapter 2: The Benefits of Diversity and Inclusion
<b>Sept 21</b>	✓ Chapter 5: Recruiting New Faculty: Developing a diverse pool and an equitable search process
<b>Oct. 5</b>	✓ Chapter 6: Evaluating Job Candidates: Choosing the short list and treating interviewees equitably
<b>Oct. 19</b>	Chapter 7: Retaining Faculty: Building community the academic workplace
<b>Nov. 2</b>	Chapter 8: Facilitating Faculty Success
<b>Nov. 16</b>	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

