



Florida Atlantic University
Office of the Provost

**ADVANCE IT-Catalyst:
Transforming Faculty Gender Diversity at FAU**

February 24, 2017

Did you know....

- Despite significant increases in the proportion of women pursuing STEM doctoral degrees, women are significantly underrepresented as faculty, particularly in upper ranks, and in academic administrative positions, in almost all STEM fields.
- Problems of recruitment, retention, and advancement that are the causes of this underrepresentation vary by discipline and across groups of women faculty (e.g., by race/ethnicity, disability status, sexual orientation, foreign-born and foreign-trained, and faculty appointment type).

Source: https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383



Did you know...

- Practices in academic departments that result in the inequitable allocation of service or teaching assignments may **impede** research productivity, **delay** advancement and **create** a culture of differential treatment and rewards.
- Policies and procedures that do not mitigate implicit bias in hiring, tenure, and promotion decisions could mean that women and underrepresented minorities are evaluated less favorably, perpetuating their underrepresentation and contributing to a climate that is not inclusive.

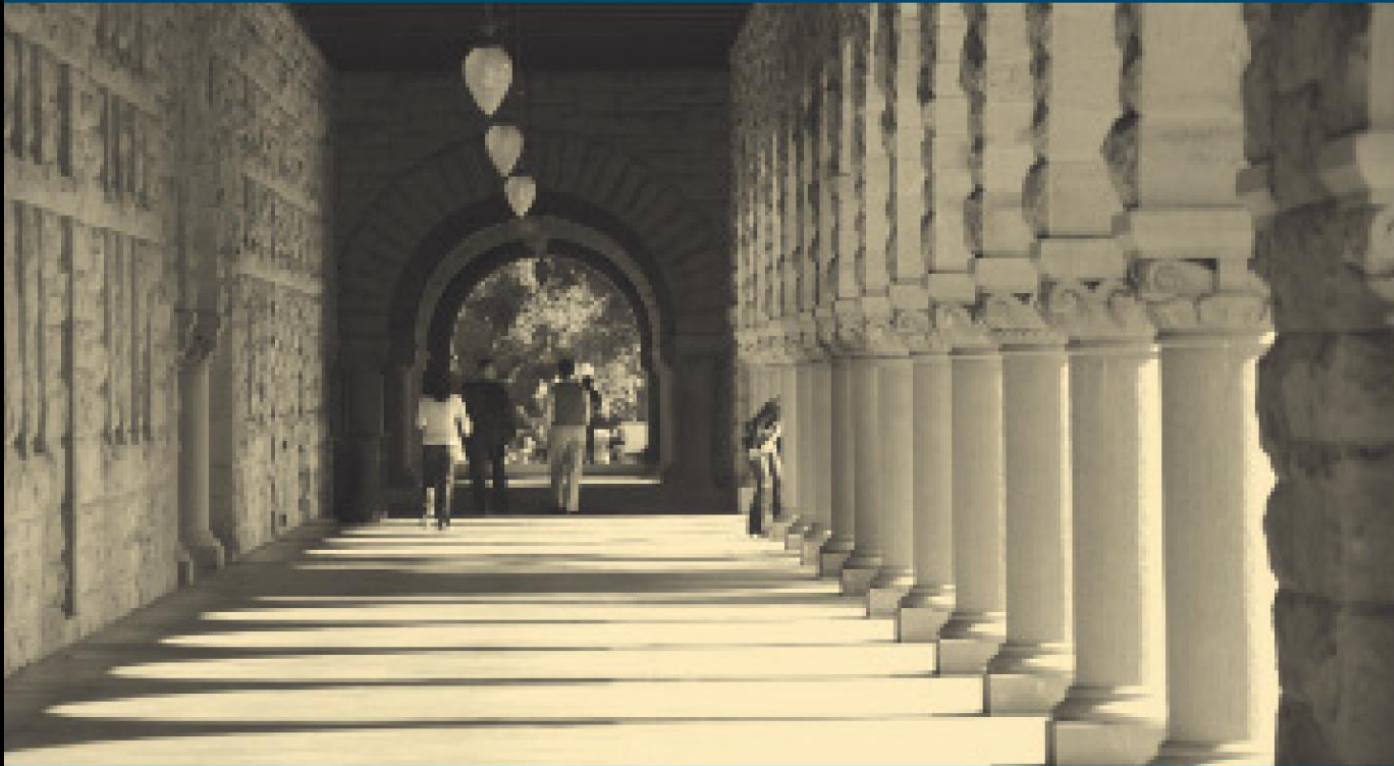


Did you know...

- Research has shown that women's representation and advancement in academic STEM positions are affected by many **external factors that are unrelated to their ability, interest, and technical skills**, such as:
 - Organizational constraints of academic institutions;
 - Differential effects of work and family demands;
 - Implicit and explicit bias; and
 - Underrepresentation of women in academic leadership and decision-making positions.



ADVANCE



Increasing the Participation and
Advancement of Women in Academic
Science and Engineering Careers



- The National Science Foundation (NSF) **ADVANCE** **program** is designed to foster gender equity through a focus on the identification and elimination of organizational barriers that impede the full participation and advancement of all women faculty in academic institutions.
- Organizational barriers that inhibit equity may exist in areas such as policy, practice, culture, and organizational climate.



Goals of ADVANCE program:

- To develop systemic approaches to increase the representation and advancement of women in academic STEM careers;
- To develop innovative and sustainable ways to promote gender equity that involve both men and women in the STEM academic workplace; and
- To contribute to the research knowledge base on gender equity and the intersection of gender and other identities in STEM academic careers.



National Science Foundation

Award Abstract: 1611704



ADVANCE IT-Catalyst

- **Start Date:** September 1, 2016
- **End Date:** August 31, 2019
- **Award Amount:** \$249,519



OBJECTIVES: ADVANCE IT-Catalyst

- Conduct a self-assessment of institutional policies and climate in order to identify and better understand the barriers faced by women and URMs in their recruitment, retention, and advancement in STEM faculty positions;
- Pilot selected key ADVANCE best practices that will support our overarching goals; and
- Evaluate the impact of implementing the key ADVANCE practices at FAU both as the means by which we can systematically address our institutional issues as well as to produce evidence-based replicable practices for other similar institutions in the U.S.



AIMS:

1. Administer a baseline and a follow-up survey to characterize overall faculty climate and career satisfaction;
2. Work with key faculty and administrative leaders at FAU to evaluate and review how institutional policies impact recruitment, retention, and advancement of women and URM faculty in STEM disciplines;
3. Consult with and visit other ADVANCE awardee institutions to learn from their experiences of implementing ADVANCE best practices; and
4. Evaluate the effectiveness of the best practices implemented using a mixed method approach.



Research Questions:

1. What are the unique barriers to recruitment, retention, and advancement faced by STEM women and URM faculty at FAU? Which of these obstacles are common to those found at similar institutions around the U.S.?
2. What are the unique policies and practices at FAU which facilitate the promotion and advancement of women and URM faculty in STEM fields at FAU?
3. How does the faculty climate and career satisfaction of this faculty group compare to non-STEM faculty at FAU and to STEM faculty at other similar institutions in the U.S.?
4. To what extent will implementing select key ADVANCE best practices catalyze a sustained positive transformation of (a) the numbers of women and URM faculty being recruited, retained and promoted in STEM-related fields, and (b) the overall faculty climate and career satisfaction at FAU?



Leadership Team

- Russell Ivy, Principal Investigator
- Josephine Beoku-Betts, Co-Principal Investigator
- Janet Blanks Co-Principal Investigator
- Nurgun Erdol, Co-Principal Investigator
- Evonne Rezler Co-Principal Investigator

Project Director

- Frankie Santos Laanan, ELRM / COE

Internal Evaluator

- Nancy Romance, CCEI / COE



Faculty Worklife Survey at FAU - 2017

- Modified online survey based on the University of Wisconsin-Madison “Study of Faculty Worklife Survey.”
- Anonymous online survey (closed- and open-ended questions):
 - Hiring Process
 - Promotion & Tenure
 - Collaboration
 - Workload
 - Diversity & Climate
 - Sexual Harassment
 - Hostile Work Environment
 - Satisfaction with FAU
 - Demographics



Faculty Worklife Survey at FAU - 2017

- Target Population:
 - All tenured, tenure track (TT)
 - All non-tenure track (NTT)
 - College of Medicine
 - Harbor Branch Oceanographic Institute
- Online survey (Qualtrics)
 - Administered by IEA
- Timeline:
 - First online survey administration: early February 2017
 - Follow-up reminders to non-respondents
 - Close survey: March 24, 2017



Faculty Worklife Survey at FAU - 2017

- Outreach Efforts
 - Steering Committee (01.19.17)
 - University Faculty Senate (01.30.17)
 - Provost Academic Leadership Team (ALT) (02.07.17)
 - College Deans and Chairs (on-going)
 - College Faculty Assembly (on-going)
 - Department (on-going)



FAU Kickoff Event

- March 16, 2017
- 3:00 PM – 4:30 PM
- College of Engineering East (Patio)

More details forthcoming



Short- and Long-Term Objectives

- **Short-Term (Catalyst):** Build foundation necessary to undertake institutional transformation.
- **Long-Term:** Submit final proposal (FY 19) to ADVANCE Institutional Transformation (IT):
 - Up to \$3M, 5-year grant
 - Develop innovative organizational change strategies to produce comprehensive change at FAU
 - Contribute new research on gender equity in STEM academics





About

Overview

Florida Atlantic University's ADVANCE Institutional Transformation-Catalyst (IT-Catalyst) program seeks to conduct self-assessment activities, such as basic data collection and analysis and the review of relevant policies and procedures, to provide the foundation necessary to undertake institutional transformation.

The goal of the National Science foundation's (NSF) ADVANCE program is to increase the representation and advancement of women and underrepresented minorities (URMs) in academic science and engineering careers, thereby developing a more diverse science and engineering workforce.

ADVANCE encourages institutions of higher education and the broader science, technology, engineering, and mathematics (STEM) community to address various aspects of STEM academic culture and institutional structure that may differentially affect women faculty

Quick Facts

600+

tenured, tenure-track faculty

270

non-tenure track faculty

21%

women faculty in STEM disciplines

13.5%

female full professors in STEM

14.3%

female associate professors in STEM

27%

female assistant professors in STEM



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