The WeLEAD project goals for improving the progression and retention of women faculty members in the STEM disciplines focus primarily on the Associate Professor level. Our data indicate that retention of Associate Professors is a significant contributor to the lack of senior women at the university and in administrative positions.

**Programs for Associate Professors**
- New Associate Professor career workshops
- Female STEM chair role models
- Annual research symposium
- Networking opportunities
- Professional development opportunities
- Leadership development
- Seed grants and travel grants

**Demographic Information about Women Faculty at ISU**

43% of University faculty are women

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**Gender Composition of STEM Faculty by Rank**

23% of STEM faculty are women

**Annual Research Symposia**

March 8, 2007
- Keynote Speaker: Dr. Sue Schafer. Twelve presentations by STEM women faculty.

February 12, 2008
- Keynote Speaker: Dr. Penny Kukuk. Thirteen presentations by STEM women faculty and graduate students.

**WeLEAD Players**
Faculty and students from the Department of Theater and Dance perform improvisational skits on gender communication

**Conclusions**

The number of female full professors and female chairs at ISU is low, especially in the STEM disciplines. A small increase in numbers of full professors and chairs is likely due to increasing awareness of the need for representation by women.