

WeLEAD at Idaho State University



Women empowered to Learn, Educate, Advance, and Develop

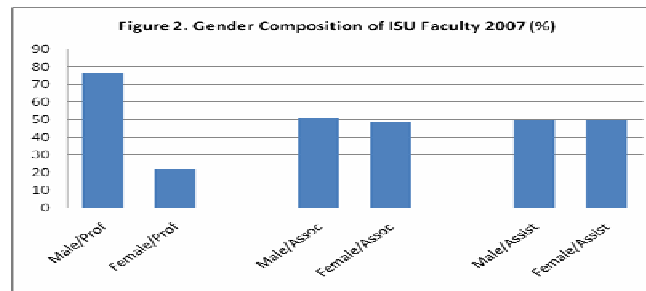


Deb Easterly, Cindy Hill and Maureen Brandon

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.

Demographic Information about Women Faculty at ISU

43% of University faculty are women



Annual Research Symposia

March 8, 2007

✓Keynote Speaker: Dr. Sue Schafer. Twelve presentations by STEM women faculty.

February 12, 2008

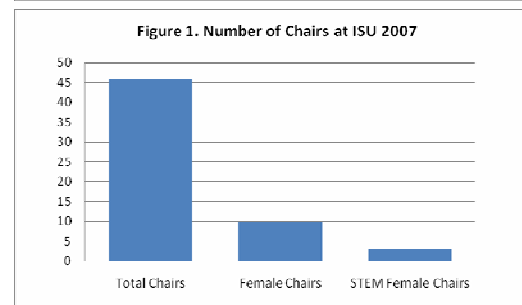
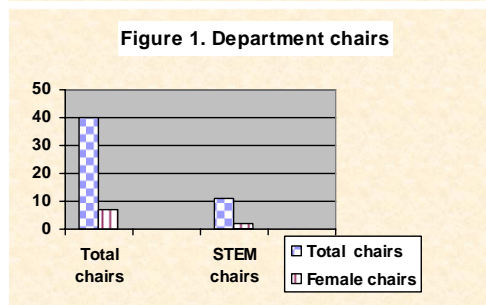
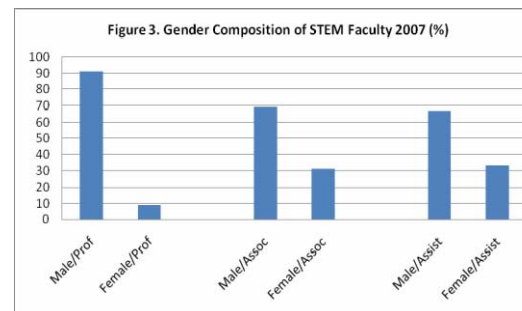
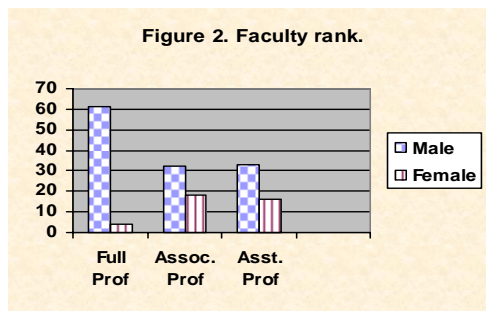
✓Keynote Speaker: Dr. Penny Kukuk. Thirteen presentations by STEM women faculty and graduate students.

Gender Composition of STEM Faculty by Rank

23% of STEM faculty are women

2005

2007



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

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.