**K-State Recruitment, Retention and Advancement of Women in Science and Engineering 2003-2007**

### Measuring Success

Since the beginning of the K-State ADVANCE Project in 2003:
- Forty-three women hired into SEM tenure-line positions
- Thirteen women promoted to full professor, nineteen to associate with tenure, and three associate professors received tenure
- Ten SEM women now hold administrative positions

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of full-time tenure line faculty in SEM departments who are women</th>
<th>Percentage of SEM full professors who are women</th>
<th>Percentage of SEM associate professors who are women</th>
<th>SEM women in administrative positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997</td>
<td>10.0%</td>
<td>4.0%</td>
<td>12.2%</td>
<td>1</td>
</tr>
<tr>
<td>2003</td>
<td>13.3%</td>
<td>7.0%</td>
<td>10.0%</td>
<td>6</td>
</tr>
<tr>
<td>2007</td>
<td>15.1%</td>
<td>8.4%</td>
<td>10.0%</td>
<td>16</td>
</tr>
</tbody>
</table>

### Dissemination and Institutionalization

- Initiatives disseminated via conference papers, a book chapter, presentations at national conferences, and talks at other institutions
- ADLS expanded to include social science departments and science-related departments in two additional colleges
- Discussing implementation of paid parental leave for 9-month faculty
- Commitments by deans to institutionalize initiatives at the college level
- Commitment by Provost to institutionalize initiatives at the university level

### Recent Assessment and Evaluation

ADLS participants reported a number of benefits:
- Met and received mentoring from leaders in their fields
- Received suggestions for improvement of proposals and manuscripts
- Nominated by their speakers for awards and positions in professional societies
- Experience of hosting a speaker contributed to their sense of belonging in their department
- Maintained professional contact after the visit with speakers

ADLS Speakers reported benefits to themselves:
- Learned new information related to their research
- Began new collaborations
- Gained opportunities to mentor or present their work

Lecture series succeeded in raising the national visibility and profile of K-State in general, which is a benefit not originally anticipated

CAP recipients identified benefits via written reports and a focus group:
- Invigorated their teaching and research,
- Found balance between research and administration
- Established new and beneficial professional relationships
- Achieved promotion and other formal recognition
- Selected for administrative positions
- Increased their national and international visibility

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**Climate Survey 2007**

- Distributed to all faculty: tenured, tenure-line and non-tenure-line
- 48.5% response rate
- Response demographics paralleled overall faculty demographics
- Survey covered four general themes:
  1. Hiring Process
  2. Current Work Environment
  3. Current Institutional Environment
  4. Professional Advancement and Leadership
- Group differences were compared with regard to sex and ethnicity and statistically significant differences were noted

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**Project Goals and Initiatives**

- **ADVANCE Distinguished Lecture Series (ADLS):** Establishes and expands the professional networks of tenure-track and tenured women faculty members by giving them the opportunity to invite nationally recognized leaders for a lecture and campus visit.
- **Career Advancement Program (CAP):** Provides funding for tenured women faculty to pursue networking opportunities, enhance research expertise and stature, and develop leadership skills.
- **Career Enhancement Opportunities (CEO):** Supports tenure-track women in the College of Arts & Sciences to pursue professional development opportunities such as conference travel, research enhancement, or networking development.
- **Career Milestones for Academic Personal Success (Career MAPP):** A ‘hire-to-retire’ strategy for faculty members at all ranks to develop long-term career plans.

- **Equity Action Workshops:** Nationally renowned experts provide background information on barriers and issues facing women faculty.
- **Internal Advisory Board (IAB) Initiatives:** Implements programs in SEM departments to enhance equity.
- **Parallel Paths:** Provides group-based mentoring for junior and senior, male and female faculty in the College of Veterinary Medicine.

**Policy Review & Revision:** Policies on faculty leave, recruitment, and tenure and promotion, were reviewed to identify and eliminate subtle bias.

- **Professional Development Program (PDP):** Provides competitive funding for all women faculty in the College of Agriculture to enhance scholarly pursuits in research.
- **Recruiting to Expand Applicant Pools (REAP):** Provides competitive funding to support novel recruiting strategies to increase the number of women applicants for faculty positions.
- **Research Enhancement Visits (REV):** Supports travel by women faculty in the College of Engineering to interact with disciplinary leaders in their fields.

**Website Review and Revision:** Department and college websites were reviewed and revised to identify and remove subtle gender biases, making them more welcoming and inclusive to women.