ADVANCing Women in the Plains States
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At Home
Promoting Change for Faculty Diversity
Implementation of the WISELI Search Committee Training workshops in College of Arts and Sciences (Oct 2007)

Attended by 30 dept chairs, search comm chairs & members
• Welcome by the College Dean
• Value of Diversity
• Introduction of Participants
• Data from 2006-07 searches
• Search Committee Basics
• Factors Which May Impact Impartiality of Faculty Searches
• Methods to Diversify the Applicant Pool
• Avoiding Legal Pitfalls by Univ Legal Counsel / EEO
• Optimizing the On-Campus Interview presented by Minority Faculty Member
• Closing the Deal presented by History Dept Chair
• Lunch and Free Discussion

Tips for Successful Workshops
• Practice what you preach: make org comtee diverse
• Expand beyond STEM: helps to build critical mass
• Don’t reinvent wheel: attend ADVANCE wkshp 1st
• Make use of extensive existing literature
• Get credibility: operate under the auspices of admin
• Don’t do it alone: invite trusted/respected members of faculty/administration to speak
• Don’t underestimate your audience: solicit their experience and provide ample time for discussion
• Teach them something new: most faculty are unaware of illegal questions to ask during interviews
• Get feedback

Climate survey administered to 5 OU colleges
see right hand side box

Distinguished Speakers Series
• Ruth Okediji (U of Minnesota Law School)
• Margaret Rossiter (Cornell)
• Alice Agogino (Berkeley)
• Aihua Xie (Oklahoma State)

Dual Career Couples Receptions

With the Neighbors
Big 12 Workshop on Faculty Recruitment, Retention and Leadership

Biennial regional workshop bringing NSF ADVANCE info to the Big 12 institutions and creating a forum for intra-institutional action.

The first workshop was held in January 2008.
• Big 12: Baylor, Colorado, Iowa State, Kansas, Kansas State, Missouri, Nebraska, Oklahoma, Oklahoma State, Texas, Texas A&M and Texas Tech.
• Formulated teams: Prospective participants were told that ideally the team would have one administrator (e.g. dean), a STEM discipline chairperson, center or institute leader, STEM faculty members and an evaluator or social sciences researcher.

• The program for the inaugural workshop centered on:
  ▪ making the teams aware of issues for women and underrepresented minorities (and others) involving job satisfaction and performance, career/life balance, and advancement in the academic STEM environment,
  ▪ showcasing best practices from ADVANCE IT sites and other initiatives, and
  ▪ encouraging the teams to take action on their campus and in the Big 12 community to improve the climate and diversify the faculty body.

• We based activities on:
  ▪ WISELI Search Committee Training
  ▪ U. Washington Department Chair Training
  ▪ U. Michigan CRLT play
  ▪ Adding reports from U. Colorado LEAP experiences and firsthand account of career development affected by ADVANCE and other opportunities
  ▪ Time for teams to work on their own campus issues

• 1.5 days, 88 participants
• 13 teams from 10 of the Big 12,
• 8 Assoc. Provosts for diversity,
• 5 STEM deans, 11 STEM chairs,
• and 4 Women’s Studies directors;
• 30% of the participants were male.
• High satisfaction rate with sessions and deemed team participation useful. E.g. “[the discussion] wouldn’t have happened back at our university”

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