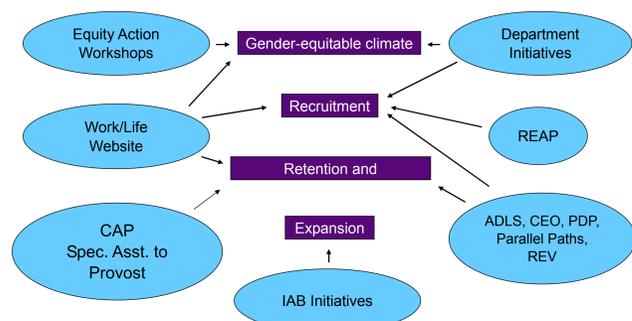


Project Goals and Initiatives



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 MAPS): A "hire-to-retain" strategy for faculty members at all ranks to develop long-term career plans.



Dr. Jennifer Bormann, Assistant Professor, Department of Animal Science & Industry

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.

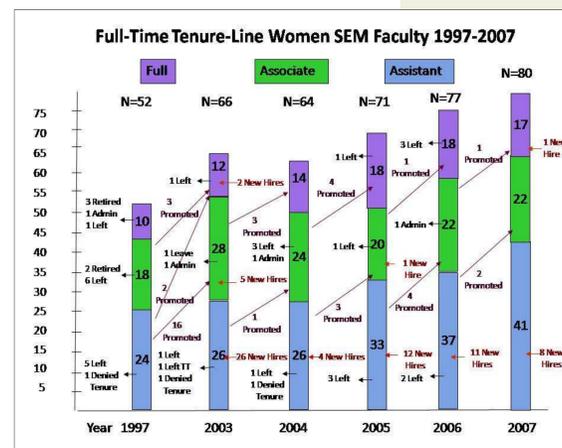
K-State Recruitment, Retention and Advancement of Women in Science and Engineering 2003-2007

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

	1997	2003	2007
Percentage of full-time tenure line faculty in SEM departments who are women	10.0%	13.3%	15.7%
Percentage of SEM full professors who are women	4.0%	4.7%	6.9%
Percentage of SEM associate professors who are women	12.2%	19.0%	15.3%
SEM women in administrative positions	1	6	10



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 institutional initiatives at the university level



Left photo: ADVANCE Distinguished Lecture Series Luncheon
Right Photo: Dr. Lorena Passarelli (right) with speaker Dr. James Beemel, Division of Biology



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

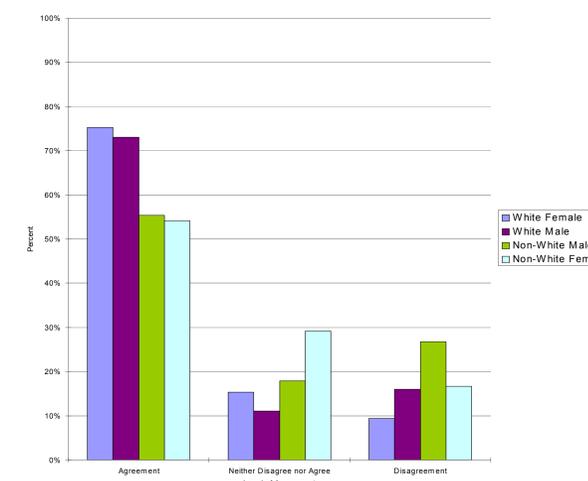
Climate Survey 2007

- 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



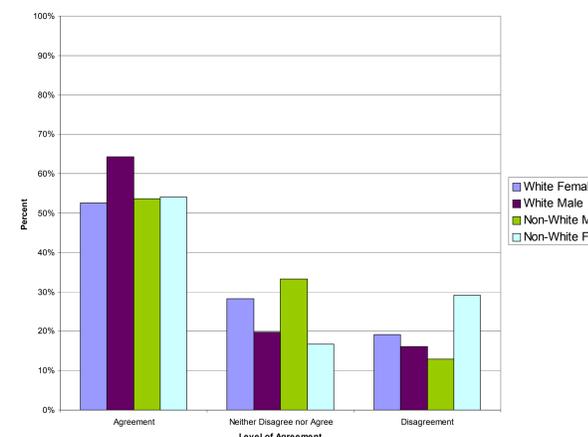
Dr. Carol Wyatt, Associate Professor, Department of Diagnostic Medicine & Pathobiology

"I am Satisfied with my Job at the University"



A chi-square test was performed to test the hypothesis of no association between sex/ethnicity status and job satisfaction. A statistically significant association was found, $\chi^2 (6, N = 576) = 19.3, p = .004$, and further examination of trends revealed white faculty reported more agreement than nonwhite faculty when reporting job satisfaction.

"I am Able to Balance My Professional and Personal Life"



A chi-square test was performed to test the hypothesis of no association between sex/ethnicity status and the ability of faculty to balance professional and personal life. A statistically significant association was found, $\chi^2 (6, N = 581) = 12.7, p = .05$, and further examination of trends revealed white male faculty reported more agreement than other faculty when reporting their ability to balance professional and personal life.