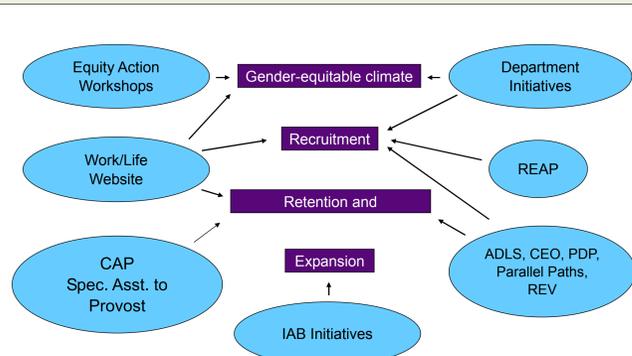


## Project Goals and Initiatives



**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-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.



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

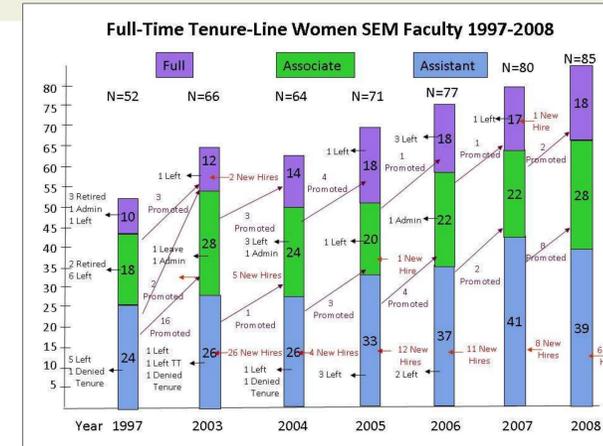
# K-State Recruitment, Retention and Advancement of Women in Science and Engineering 2003-2008

## Measuring Success

Since the beginning of the K-State ADVANCE Project in 2003:

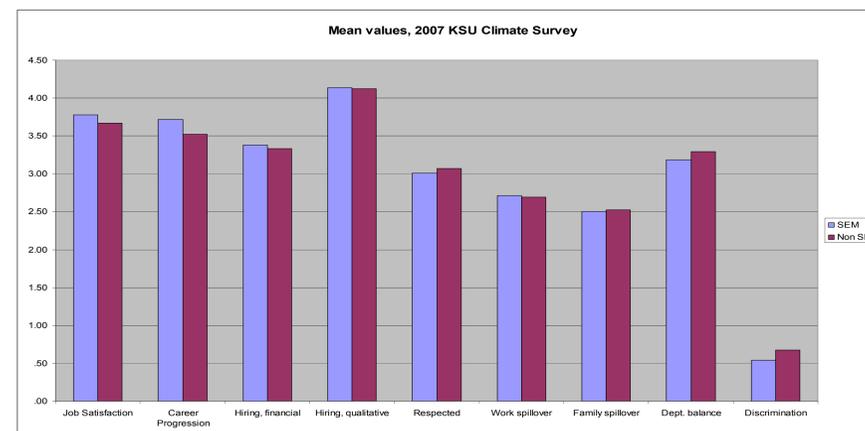
- 48 women hired into SEM tenure-line positions
- 15 women promoted to full professor, 26 to associate with tenure, and three associate professors received tenure
- 11 SEM women now hold administrative positions

	1997	2003	2008
Percentage of full-time tenure line faculty in SEM departments who are women	10.0%	13.3%	16.4%
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%	20.4%
SEM women in administrative positions	1	6	11



## Climate Survey 2007

- Campus climate survey distributed to all faculty in 2007, 48.5% response rate
- Analysis is ongoing. Most recently, we have been examining differences between SEM and non-SEM faculty
- At the bivariate level, there are no significant differences in mean values across a variety of attitudinal measures: job satisfaction and satisfaction with progression of one's career, financial aspects of the hiring process, qualitative aspects of the hiring process, a feeling of being valued and respected in one's department, spillover of work into family, spillover of family into work, a perception that one's department supports work/family balance, and reports of witnessing discrimination on the basis of gender, race, or ethnicity.



Regression of these attitudinal variables on job satisfaction and career progression satisfaction reveals that department climate is the most important predictor of satisfaction for both SEM and non-SEM faculty. Results for job satisfaction appear to the right.

Our analysis reveals some significant differences between SEM and non SEM faculty. Qualitative aspects of the hiring process (e.g., when I was hired I felt like this department would be a good fit) matter for non-SEM faculty but not SEM faculty, and a sense that one advises more than one's peers is important for SEM but not non SEM faculty. (It is difficult to know what to make of the effect for teaching, as neither of these coefficients is significant). Analyses not shown here indicate that including these attitudinal variables in the model eliminate significant bivariate differences in satisfaction for white women SEM/non-SEM faculty, and reduce differences for non-white women (there are too few non-white women in our sample to allow us to draw conclusions about this group). The strong positive effect of department climate for all groups indicates that efforts to intervene at this level are very promising for increasing satisfaction among faculty.

Regression Analyses of Job Satisfaction (Standardized Coefficients Reported)			
Independent Variables	Job Satisfaction		
	SEM	Not SEM	SEM diff.
	n=196	n=211	n=407
<b>Attitudinal Variables</b>			
Hiring, financial	0.03	-0.06	
Hiring, qualitative	0.06	0.28 ***	*
Respected	0.28 ***	0.39 ***	
Work spillover	-0.19 ***	-0.08	
Family spillover	0.00	-0.02	
Dept. balance	0.18 **	0.04	
Discrimination	-0.01	0.07	
<b>Contextual Variables</b>			
Mentor	0.05	0.11	
Teaching > others	0.08	-0.08	*
Advising > others	-0.28 ***	0.07	*
Research > others	-0.05	-0.03	
<b>Socio-demographics</b>			
White women	-0.02	0.08	
Non-white men	-0.20 ***	-0.03	
Non-white women	0.03	0.00	
R-Squared	0.43	0.38	

Notes: \*\*\* p<.001, \*\* p<.01, \* p<.05  
With controls for tenure status, department head, n/a research, n/a teaching, n/a service

## 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



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

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

## 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