Increasing inclusion of Women & Women of Color in STEM Academic Departments

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Agenda

• Introduction – “My Story”
• Background Data
• Challenges to Increasing inclusion of women of color faculty
• What is HU ADVANCE-IT?
• Strategies / Programs
• Concluding Remarks

Sonya Smith, PhD
“My Story”

- Faculty member by accident
- 1995 – 1st tenure track woman, tenured, and full professor
- 2014 - still only woman in department
- HU ADVANCE-IT
- Howard University South Africa Project (HURSAP)

Sonya Smith, PhD
Women as a percentage of full-time, full professors with science, engineering, and health doctorates, by institution of employment: 1993–2010

Sonya Smith, PhD

Underrepresented minorities as a percentage of full-time, full professors with science, engineering, and health doctorates, by institution of employment: 1993–2010


Sonya Smith, PhD
Low participation fields for women: Computer sciences and engineering, 1991–2010

Sonya Smith, PhD
Challenges to Increasing inclusion of women of color faculty

- Limited Source Conversion
- Sponsorship
- Work Environment/Climate
- Geographic Isolation/Mobility
- Associate to Full Professor Promotions
- Access to Resources

Graduate Students  Faculty
HU ADVANCE-IT Objectives

• **Education.** To foster and sustain a climate and culture which seeks inclusion of all faculty regardless of race, gender, or other target characteristics at the University and in the department

• **Advocacy.** To advance the careers of women faculty in STEM disciplines at Howard University

• **Empowerment.** To position Howard University as a national repository of scholarship on women of color STEM faculty professional experiences, accomplishments, and leadership
Part I

WOMEN STEM FACULTY
Faculty Handbook

- Last revision 1993
- Faculty Handbook Revision Committee (FHRC)
  - Charged to update the 1993 handbook
- Revised handbook submitted March 2013
- Section 6.2.3.3 *Tenure Clock Extensions*
  - Child birth or adoption
  - Serious health condition
  - Death of a parent, child, spouse, or domestic partner
  - Catastrophic property loss
Mini Grants

• Research literature documents women faculty have less access to discretionary resources

• 20 awards to date

• 90% increase in applications from Cycle 1
Mini Grants - Impact

• Supported joint faculty/student projects
• Pilot data for proposal submissions
• Laboratory Supplies
• Leveraged funds/Pilot data
  – NIH R015
  – NSF Research Initiation
Research Symposium

- March 2013 Women in STEM Research Symposium
- April 2014 – University-wide Research Day
- Women in STEM Panel – live streamed
STEM Woman Researcher of the Year

• 2014 Recipient
  – Dr. Georgia M. Dunston, Founding Director, National Human Genome Center
Unconscious Bias Training

• Launched in Fall 2014
• Provost’s mandate to Deans to requires all APT and Search Committees to be trained
• Provost Search Committee completed Training
Unconscious Bias Training - Impact

Learned New Information About Unconscious Biases

- Strongly Disagree: 33%
- Disagree: 67%
- Neutral
- Agree
- Strongly Agree

Plan to Use Skills Learned From Training

- Strongly Disagree: 33%
- Disagree: 67%
- Neutral
- Agree
- Strongly Agree

Various Committees Help Decision Making

- Strongly Disagree: 17%
- Disagree: 33%
- Neutral: 50%
- Agree
- Strongly Agree
Leadership Development

• Seminars
  – Dr. Verna Orr: Profiles, Pedigrees and Proficiencies: Influencing the Trajectories of African American Women Postsecondary Presidents

• Follow-the-Leader
  – Shadowing program
  – Uses vast network of women leaders in the DC area

• External Training/Workshops
Inspired to Become Leader

- Empowered to Seek Leadership Positions.
- Plan to Seek Leadership Positions
- Become President of a University.

Leadership Development Impact
Mentoring

• Seminar series
  – Mentorship
  – Sponsorship

• Facilitate Interaction with Mentors and Sponsors
Faculty Fellows

- **2014: Dr. Kimberly Lewis, RPI**
  - Nanomaterials Research Center/Department of Electrical Engineering

- **2015: Dr. Dara Norman, National Optical Astronomy Observatory (NOAO)**
  - Department of Physics and Astronomy
Media Campaign

- Media Training sponsored by Office of University Communications (OUC)

- HU ADVANCE-IT Content Development – Media Week
  - STEM stories from 18 Women Faculty
  - Introduction Video for HU ADVANCE-IT website
Media Campaign Impact

Workshop Evaluation

- Met of Exceeded My Expectations: 50% Strongly Agree, 50% Agree, 0% Disagree
- Gave Helpful Information: 60% Strongly Agree, 40% Agree, 0% Disagree
- Recommend This Workshop: 50% Strongly Agree, 50% Agree, 0% Disagree

Prior Interview Experience

- Print: 43%
- Radio: 14%
- Television: 7%
- Live Television: 7%
- No Interviews: 7%
- Other Interviews: 7%
Possible Strategies

• Limited Source Conversion
  • Partner with institutions with larger pool of graduate students
  • Make offer secure while completing postdoc
  • Stay connected with graduates
  • Partner with Professional societies

• Geographic challenges/ isolation
  • Partner with Pipeline programs
  • Incentivize cluster hires
  • Visiting Faculty
  • Maintain contact with graduates
Possible Strategies (continued)

• Full Professor Promotion
  – Collaboration with parallel international organizations;

• Sponsorship
  – Incentivize ADVANCE Network of Women Faculty in STEM
  – Incentivize willingness to raise issues on campus
Thank you.