Institutional Indicators for Women Faculty in Science, Technology, Engineering and Mathematics (STEM) Disciplines

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ADVANCE at WSU

ADVANCE at WSU (2008) was established with funds from an NSF ADVANCE Institutional Transformation (IT) grant (# 0810927.) The grant objectives are to recruit, retain and advance tenure-track and tenured women faculty in science, technology, engineering and mathematics (STEM) disciplines. ADVANCE IT programs are required to report NSF Indicator data. Reporting is based on the Toolkit for Reporting Progress Toward NSF ADVANCE: Institutional Transformation Goals

STEM Department Inclusion Criteria

To be included as a target STEM department, the department had to meet the following requirements:

• Eligibility for NSF funding and regular support by NSF funding.

• Engagement in primarily basic research, as opposed to clinical or practice-oriented.

• Composition of tenured and tenure-track faculty women in the department was 23% or less at the beginning of ADVANCE at WSU (2008).

To be included as an ADVANCE at WSU defined non-target STEM discipline, including social and behavioral sciences (SBS), departments had to meet the following requirements:

• Eligibility for NSF funding, and

• Engagement in primarily basic research, as opposed to clinical or practice-oriented.

### NSF Indicator

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### Sample Indicators

| Indicator 1: % of Female Faculty by College | |
| Indicator 2: % of Women Tenure-Track/Tenured Faculty of TOTAL Faculty by College and Rank | |
| Indicator 6: % of Untenured Faculty of TOTAL Faculty by College and Sex | |

*Note: "Faculty" includes professor, associate professor, assistant professor, research professor, associate research professor, assistant research professor, scientist, associate scientist, assistant scientist, research professor, associate research professor, assistant research professor, senior instructor, instructor, and lecturer. This data does not include graduate students, post-doctorates, or visiting professor.

### Conclusions

The economic recession, especially the lack of hiring, has hampered the ability to dramatically impact indicators; however, collection and dissemination of the benchmark information has provided a foundation for efforts to reduce barriers and enhance support, particularly in areas known to disproportionately impact women.

### STEM Departments (Colleges)

| Biological Systems Engineering (CAHNRS) | Chemical Engineering & Bioengineering (CEA) |
| Chemical Engineering & Bioengineering (CEA) | Civil & Environmental Engineering (CEA) |
| Earth & Environmental Sciences (Pullman & Vancouver) (CAS) | Electrical Engineering & Computer Science (CEA) |
| Mathematics (CAS) | Mechanical & Materials Engineering (CEA) |
| Physics and Astronomy (CAS) | Pharmacology & Physiology (added Spring, 2012) (CVM) |
| Veterinary Medicine & Pharmacology & Physiology (added Spring, 2012) (CVM) | Anthropology (added Spring 2012) (CAS) |
| Veterinary Medicine & Pharmacology & Physiology (added Spring 2012) (CVM) | Economics (added Spring 2012) (CAS) |
| Plant Pathology (added Spring 2012) (CAS) | Sociology (added Spring 2012) (CAS) |

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