Promoting Diversity
The under-representation of women and certain minority groups in science, technology, engineering, and mathematics (STEM) is well-documented and has implications for faculty and for campus culture and societal equity. Universities across the nation state goals of promoting diversity, yet numbers remain low. Using a holistic approach, we conducted a meta-analysis of available research findings and reports regarding efforts before, during, and after a new hire to uncover the strategies, practices, and supporting cultures that contribute to recruiting, retaining, and promoting faculty diversity in STEM departments.

Before the Search
Successful recruitment of diversity requires strong leadership and advocacy on campus long before the search to fill a vacant position begins.
• Enhance sensitivity to recruitment of diversity
• Develop a warm campus community
• Support diverse faculty, staff, and students
• Remain in a recruiting mode at all times

During the Search
Attracting and successfully hiring diverse faculty requires intentionality and creativity.
• Team-up and prioritize diversity
• Screen comprehensively and with an open-mind
• Illuminate mutual expectations/opportunities
• Be flexible in making the deal

After the Search
The creation of a culture of diversity is a long-term commitment.
• Maintain strong leadership for diversity
• Provide all new faculty with formal mentors
• Establish informal mentoring
• Provide programs for work family balance
• Maintain equity in awards and promotions

Conclusions
Concern about the under-representation of women and minority groups in STEM is well founded, but change is unlikely to occur through isolated university policies. A culture that fosters diversity is needed to correct the disparity of representation. Strong leadership is needed to move from conversation about diversification of STEM faculty to actual realization of these goals through strategic processes that begin long before a position is vacant and continue throughout a faculty member’s tenure.

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