

ADVANCing Women in STEM at Florida International University

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About FIU

- Large urban public research university located in Miami, FL. Founded in 1965
- 4th largest public university in the country
 - 54,000 students
 - 1,100 full-time instructional faculty
- Carnegie classified as Research University/High Research Activity: over \$100M annually
- Hispanic-Serving Institution:
 - 1st in the nation for B.S and M.S to Hispanic students
 - 4th in the nation for Ph.D. to Hispanic students

FIU STEM Faculty by Gender in 2010

STEM Faculty (including Psychology)

Female	Male
24	111
17.7%	82.2%

National Average 28% (NSF 2006)

Motivation for NSF ADVANCE grant

The ACE Project

<https://sish.fiu.edu/initiatives/advance-grant/>

- Partnered with University of Michigan (co-I Abigail Stewart UM)
- Goals:
 - **Awareness:** to educate faculty and administrators at FIU about the problems facing women academics in ST(E)M
 - **Commitment:** to increase the hiring, retention, and promotion of women ST(E)M faculty at FIU
 - **Empowerment:** to develop skills using innovative workshops to address issues identified in 2010 faculty climate surveys

Main Project Activities

- STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) Committee to educate and assist in faculty hiring and promotion
- Educational theater sketches by UM's CRLT (Center for Research on Learning and Teaching) group
- Faculty skill-development and career planning workshops

STRIDE Committee

- Senior Faculty from STEM disciplines
- STRIDE Committee Training:
 - Bi-weekly meetings
 - Read and discuss articles on gender and stereotyping from social science research.
 - Increased sensitivity of committee members
 - Become messengers...

STRIDE Workshops

- Now **required** of science faculty on hiring committees, and/or once every three years
 - 174 attendees 2011-2014
- How schema and unconscious bias affect careers and hiring of women and minorities
- Benefits of a more diverse faculty (increased excellence)
- Effective faculty recruiting and candidate evaluation
- Creating a positive climate

Other Activities

- Change in faculty search procedure (e.g., open searching - no subfield specified, open rank)
- Change in applicant and candidate evaluation procedures
- Programs for faculty
 - mentoring
 - dual career support
 - family friendly policies

Applicant Evaluation Tool

[Department] Search Committee

Candidate's name:

Please indicate which of the following are true for you (check all that apply):

- Read candidate's CV
- Read candidate's statements (re research, teaching, etc)
- Read candidate's letters of recommendation
- Read candidate's scholarship (indicate what): _____

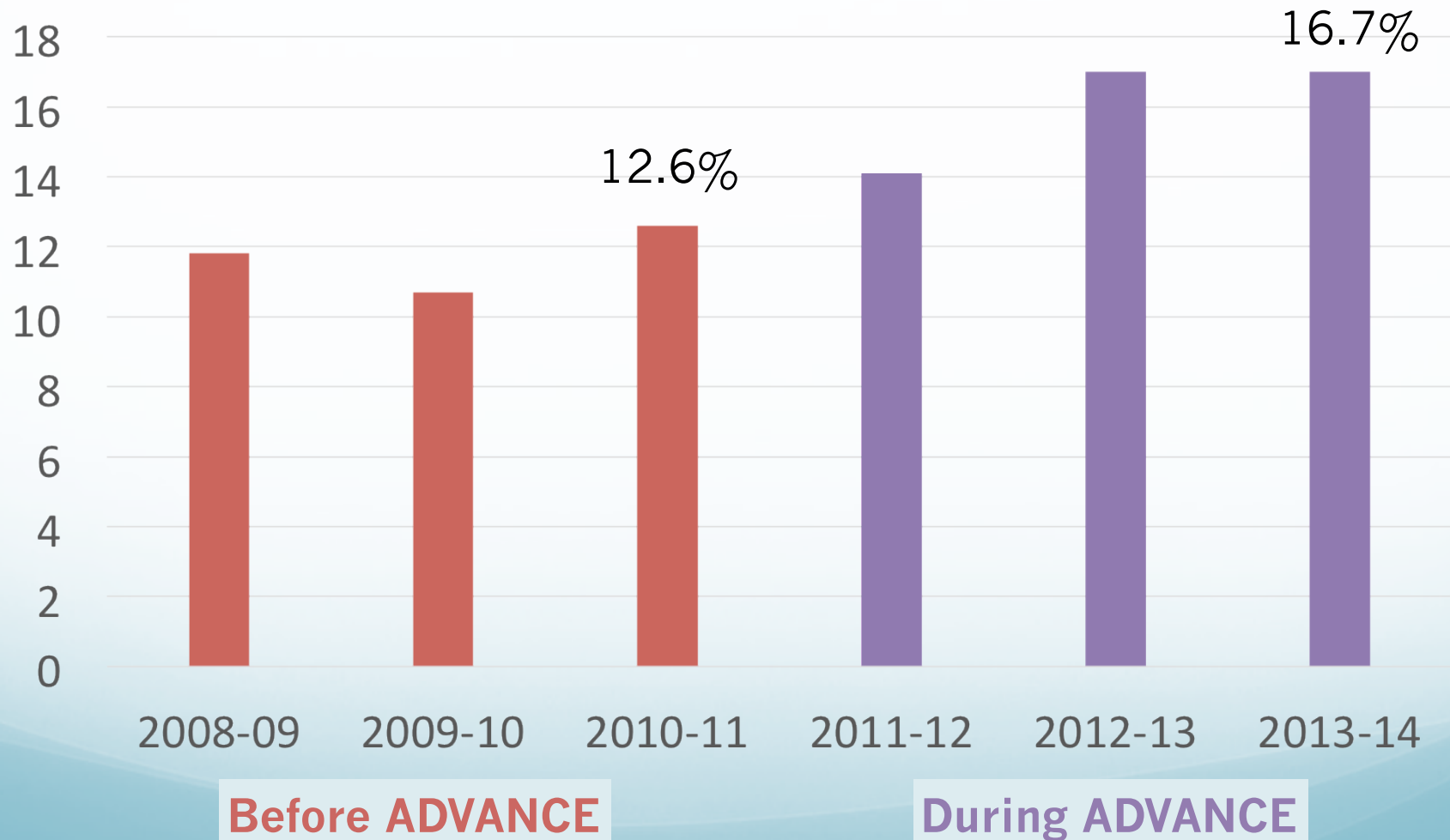
Please rate the candidate on each of the following:

	excellent	good	neutral	fair	poor	unable to judge
Evidence of research productivity						
Potential for scholarly impact / tenurability						
Evidence of strong background in [relevant fields]						
Evidence of [particular] perspective on [particular area]						
Evidence of teaching experience and interest (including grad mentorship)						
Potential to teach courses in core curriculum						
Potential to teach the core curriculum on [particular area] (including creation of new courses)						

Other comments?

Hiring Success

Percent of tenured/tenure-track women in STEM (excluding psychology) before and during ADVANCE grant



Mentoring Program

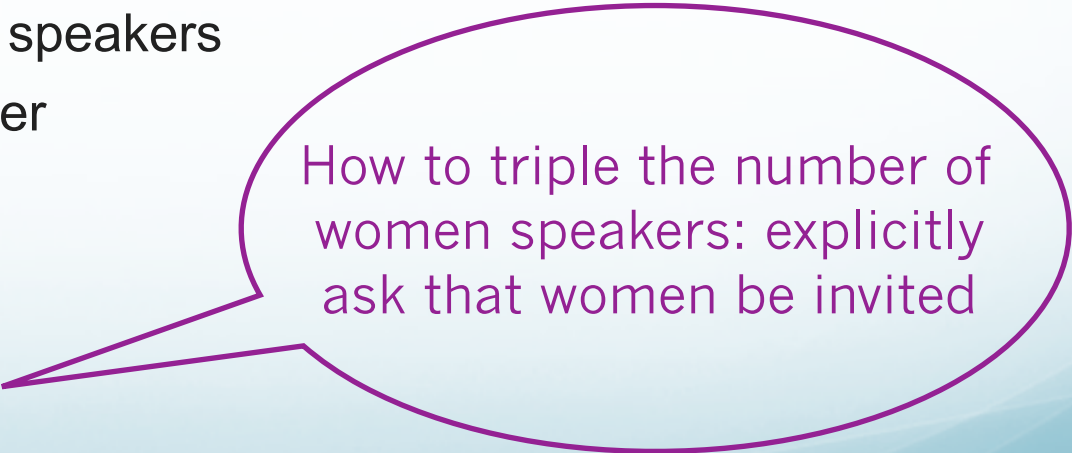
- Mentees paired with mentors outside department but in related area
 - ~60 mentor/mentee pairs, men and women
 - Meet a minimum of 3 times/semester
- Structured, with resources and activities
 - <http://mentor.fiu.edu/resources/>
 - Mentee/Mentor Do's and Don'ts
 - Orientation, Lunch
- Speakers and workshops
 - On research, tenure, grant-writing, publishing, summer planning

LAUNCH

- New junior faculty provided with committee to help them establish their research:
 - Complementary to individual mentoring
 - STRIDE member, department chair, internal mentor, external mentor, representative from Division of Research
 - Meets monthly first year
 - Address issues of
 - lab space, obtaining equipment, resources, funding, lab personnel
 - teaching, service

A Simple Thing

- Women departmental seminar/colloquium speakers
 - Science departments asked to ensure that women scientists were invited to speak
 - Prior to request:
 - Chemistry and Math: 0 women speakers
 - Y1 post request:
 - Chemistry: 10 women speakers
 - Math: 1 woman speaker
 - Total: 32 women
 - Y2 post request:
 - Total: 64 women
 - Y3 post request:
 - Total: 95 women



How to triple the number of women speakers: explicitly ask that women be invited

Low Cost Actions

- Educate: form a core group that reads the literature and can give talks (formal and informal) on implicit bias, best practices for hiring, etc.
- Implement the use of the candidate evaluation form in your own department
- Bring up the idea of open searches (why wouldn't anyone want a deep pool?)
- Mentor: low cost for mentor, high impact for mentee

Thank You



(me as mentee)

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(me as mentor)

<http://mentor.fiu.edu/resources/>