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
STEM Faculty (including Psychology)

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>24</td>
<td>111</td>
</tr>
<tr>
<td>%</td>
<td>17.7%</td>
<td>82.2%</td>
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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
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:

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

For more information or additional copies of this resource, please contact the School of Integrated Science and Humanity at 305-348-4232.
Percent of tenured/tenure-track women in STEM (excluding psychology) before and during ADVANCE grant

- Before ADVANCE:
  - 2008-09: 12.6%
  - 2009-10: 12.6%
  - 2010-11: 12.6%

- During ADVANCE:
  - 2011-12: 16.7%
  - 2012-13: 16.7%
  - 2013-14: 16.7%
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/](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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http://mentor.fiu.edu/resources/

(me as mentor)