The University of Houston has received a $3.3 million grant from the National Science Foundation to increase the number of women faculty in science, technology, engineering and mathematics (STEM) fields, as well as to ensure they have opportunities to move into leadership roles.

The five-year grant is part of the foundation’s ADVANCE program, which is intended to increase the number of women in academic science and engineering careers. The University will establish a Center for ADVANCING Faculty Success to oversee its goal of increasing female faculty recruitment in STEM fields, especially among women of color.

Renu Khator, president of UH and chancellor of the University System, will serve as principal investigator on the grant.

“It is so important that we ensure that women are given the opportunity to succeed as faculty members in all disciplines, not just for the University of Houston, but for the future,” Khator said. “That is why I am so pleased the University has been chosen for the ADVANCE grant. While I am the principal investigator, the real credit goes to the
• Increase recruitment and retention of STEM women faculty, especially women of color, at senior, mid-career, and junior faculty levels.

• Increase advancement of STEM women faculty, especially WoC, into dept, college, and administrative leader positions.

• Enhance UH’s infrastructure to make gender equity and diversity campus-wide.
UH ADVANCE
5 COLLEGES & 23 DEPARTMENTS

• STEM:
  – College of Engineering: Biomedical, Chemical & Biomolecular, Civil & Environmental, Electrical and Computer, Industrial, Mechanical
  – College of Natural Sciences & Mathematics: Biology & Biochemistry, Chemistry, Computer Science, Mathematics, Physics, Earth & Atmospheric Sciences
  – College of Technology: Engineering Technology, Information and Logistics Technology, Construction Management

• SBS:
  – College of Education: Psychological, Health, and Learning Sciences
  – College of Liberal Arts & Sciences: Comparative Culture Studies, Economics, Health and Human Performance, Psychology, Political Science, Sociology
  – College of Technology: Human Development & Consumer Sciences
WHY UH NEEDS ADVANCE: UH WOMEN (TENURED) STEM FACULTY

[Bar chart showing the percentage of tenured women faculty across various fields compared to national averages.]

**UH Data, 2012
STEM FACULTY DIVERSITY

Increase women STEM faculty representation:

– 23% of STEM faculty are women
  – 3% are women of color
– 20% of STEM tenured faculty are women
  – 3% are women of color

Increase and retain women STEM faculty at full professor rank (as a pathway to Leadership)

– 11.3% of full professor faculty in STEM are women
– 8% of full professor faculty in NSM, Eng, and Tech are women
– 21% of full professor faculty in SBS-STEM are women
WHY UH NEEDS ADVANCE STEM WOMEN FACULTY IN LEADERSHIP

• No STEM Women of Color currently serves as Dean, Associate/Assistant Dean, or Chair

• 2 women faculty serve as Associate Dean in the STEM Colleges (Eng, NSM)

• Only 4 (of the 7) women faculty in SBS leadership positions are in ADVANCE depts.
ADVANCE TEAM
ORGANIZATIONAL CHART

PI Team:
President Renu Khator
Provost Paula Myrick Short
Holly Hutchins
Dean Joseph Tedesco
(Engineering)
Lawrence Pinsky

Center for ADVANCING UH Faculty Success
Led by director, Dr. Paula Myrick Short
Includes staff and internal evaluator

Internal Advisory Committee
Chaired by Dean Dan Wells (NSM)

External Evaluator
Mariko Chang

Project Implementation Team
Chaired by Lead co-PI, Holly Hutchins

External Advisory Board
Chaired by PI, Dr. Renu Khator

Recruitment & Retention
( Ottinger & Pinsky)

Professional Engagement & Advancement
(Hutchins & Long)

Social Science Research
(Witt & Penney)

Work-Life Infrastructure
(May & Clarke)

Diversity & Inclusion
(Horn & Epling)
TEXAS ADVANCE REGIONAL NETWORK (ARN)

Members:

UNIVERSITY of HOUSTON

RICE

UTPA

Activities:

– Post-Doc Network event, April 17 @ UH
– E-Mentoring Network 2015 spring pilot (w/MentorNet)
– Peer-Peer Chair Workshops
– Best Practice Webinars
– ARN Symposium
OUR SUCCESSES

• Faculty energized about ADVANCE proposal
• Faculty involvement in strategic committee work
• Administrative support, especially STEM Deans, Provost, and President
• ARN partner involvement and commitment
UH ADVANCE WORK (TO DATE)

- **Fall 2014**
  - Kickoff featuring Ruth Simmons, Former President, Brown University
  - ADVANCE Advocate selection (9)
  - Commissioned Strategic Committees
  - First STEM in Americas Speaker: Dr. Cristina Villalobos, Mathematics, UT Pan AM

- **Spring 2015**
  - Mentoring Program
    - Internal program w/Susan Gardner: 4/6-7/15
    - External (via ADVANCE Regional Network-ARN) using MentorNet
  - **Diversity Workshop** (STEM Deans, Chairs): 2/24/15
  - **STEM in the Americas Series**: 4/2/15
    - Dr. Gabriella del Valle, Professor, Applied Atomic and Molecular Physics, Univ. of Mexico
OUR PRIORITIES

• Dissemination across campus community and keeping up momentum (Ongoing)

• On-boarding of committees and ADVANCE Advocates (Ongoing)

• Supporting E-mentoring network pilot (Spring, Summer 2015)

• Rollout of Faculty Climate Survey (Fall 2015)