Be the change you want to see in this world.

-Mahatma Gandhi
UH Receives $3.3 Million Grant to Promote Women in STEM Fields

New Center Will Focus on Attracting and Retaining a More Diverse Faculty

By Jeannie Kever 713-743-0778

August 21, 2014

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...
1. Increase recruitment and retention of STEM women faculty, especially women of color, at senior, mid-career, and junior faculty levels.

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

3. Enhance UH’s infrastructure to make gender equity and diversity campus-wide.
• **STEM (15):**
  – **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 (8):**
  – **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
TARGET AUDIENCES

STEM & SBS
Women Faculty

STEM & SBS
Chairs, Deans

STEM & SBS
Faculty

ALL UH Faculty
COMPELLING DATA: OUR NUMBERS (2012)

Tenure Track Faculty Percent Women

- National
- UH

Areas of Study:
- Engineering
- Social Sci.
- Psychology
- Physical Sci.
- Mathematical Sci.
- Biological/Life Sci.
- Computer & Info Sci.
COMPELLING DATA: OUR NUMBERS (2012)

**UH Data, 2012
<table>
<thead>
<tr>
<th>Category</th>
<th>Overall</th>
<th>STEM Women</th>
<th>SBS Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Nature of work: Teaching</strong></td>
<td>3.74 ▼</td>
<td>3.58</td>
<td>3.55</td>
</tr>
<tr>
<td><strong>Mentoring</strong></td>
<td>2.95 ▼</td>
<td>2.72</td>
<td>2.34</td>
</tr>
<tr>
<td><strong>Promotion</strong></td>
<td>3.60 ▼</td>
<td>3.14</td>
<td>3.06</td>
</tr>
<tr>
<td><strong>Departmental Leadership</strong></td>
<td>3.53 ▼</td>
<td>3.29</td>
<td>3.84</td>
</tr>
<tr>
<td><strong>Departmental Collegiality</strong></td>
<td>3.70 ▼</td>
<td>3.18</td>
<td>3.55</td>
</tr>
<tr>
<td><strong>Departmental Quality</strong></td>
<td>3.48 ▼</td>
<td>3.34</td>
<td>3.26</td>
</tr>
<tr>
<td><strong>Appreciation and recognition</strong></td>
<td>3.24 ▼</td>
<td>3.03</td>
<td>3.13</td>
</tr>
</tbody>
</table>
### STEM/SBS WOMEN IN LEADERSHIP POSITIONS (2014)

<table>
<thead>
<tr>
<th>Position</th>
<th>All Faculty</th>
<th>Number of Women Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All</td>
<td>STEM</td>
</tr>
<tr>
<td>Full Professors</td>
<td>205</td>
<td>24</td>
</tr>
<tr>
<td>STEM Department Chairs</td>
<td>15</td>
<td>1</td>
</tr>
<tr>
<td>SBS Department Chairs</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Deans</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Associate Deans</td>
<td>15</td>
<td>7</td>
</tr>
<tr>
<td>Center Directors</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>(Vice-)/Presidents, (Vice-)/Provost</td>
<td>15**</td>
<td>1</td>
</tr>
<tr>
<td>Endowed/Named Chairs</td>
<td>82</td>
<td>7</td>
</tr>
</tbody>
</table>

No Woman of Color currently serves as a STEM or SBS Dean, Associate Dean or Chair.
ADVOCATES-
OUR ADVANCE CHAMPIONS

Senior and influential faculty whose role is to assist and support the implementation of ADVANCE activities:

- **Dr. Consuelo Arbona**, professor, PHILS, College of Education
- **Dr. Richard Willson**, professor, Chemical and Biomolecular Engineering, College of Engineering
- **Dr. Jagannatha Rao**, associate professor, associate chair, Mechanical Engineering, College of Engineering
- **Dr. Terri Kosten**, professor, Psychology, CLASS
- **Dr. Julia Hannay**, professor, Psychology, CLASS
- **Dr. Donna Stokes**, associate professor, Physics, NSM
- **Dr. Preethi Gunaratne**, professor, Biology, Biochemistry, NSM
- **Dr. Jamison Kovach**, associate professor, Information and Logistics Technology, COT
- **Dr. Lingguang Song**, associate professor, Construction Management, COT
ADVANCE TEAM
ORGANIZATIONAL CHART

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

Center for ADVANCING UH
Faculty Success
Led by Director,
Dr. Paula Myrick Short
Managing Director,
Lisa Robertson
(includes staff and
internal evaluator)

Internal Advisory Committee
Chaired by Dean Dan Wells
(NSM)

External Evaluator
Mariko Chang

Project Implementation Team
Chaired by 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)

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

Members:

UNIVERSITY of
HOUSTON

RICE

UTPA

THE UNIVERSITY OF TEXAS-PAN AMERICAN

ATM

PRAIRIE VIEW A&M UNIVERSITY 1876
<table>
<thead>
<tr>
<th>Recruitment &amp; Retention</th>
<th>Professional Development</th>
<th>Diversity &amp; Inclusion</th>
<th>Work-Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARN Post-Doc Network and Database</td>
<td>Departmental Mentoring Program</td>
<td>Search Committee Training</td>
<td>Work-Life Policy</td>
</tr>
<tr>
<td>Dual Hire Policy &amp; Resources</td>
<td>Administrator Fellows Program</td>
<td>Diversity Workshop</td>
<td>Work-Life Symposium</td>
</tr>
<tr>
<td></td>
<td>Career Path Planning Resource</td>
<td>ARN Best Practice Webinars</td>
<td>ARN ADVANCE Symposium</td>
</tr>
<tr>
<td></td>
<td>Administrator Fellows; Career Path Planning</td>
<td>ARN Chair Peer-Peer Exchanges</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ARN E-mentoring (external pairing)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
• Search committee training
• Departmental Mentoring Pilot
• Administrator Fellows Program
• Career Path Research Project
• ARN peer to peer workshops
• ARN E Mentoring network
• STEM in the Americas speaker series
• Advocate operations
• Campus climate survey
OUR SUCCESES

- Faculty energized about ADVANCE proposal
- Faculty involvement in strategic committee work
- Administrative support, especially STEM Deans, Provost, and President
- ARN partner involvement and commitment
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)