



CYNTHIA WOODS MITCHELL  
CENTER FOR THE ARTS

# UNIVERSITY of HOUSTON

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## CENTER for ADVANCING UH FACULTY SUCCESS

# UH ADVANCE: NSF-FUNDED 5-YEAR GRANT

- **Recruit and retain** more women and women of color STEM/SBS faculty
- Increase the support and representation of women STEM/SBS faculty in **administrative leadership** positions, including department chairs, associate deans, and deans
- Enhance UH's **infrastructure** to make gender equity and diversity campus-wide priorities

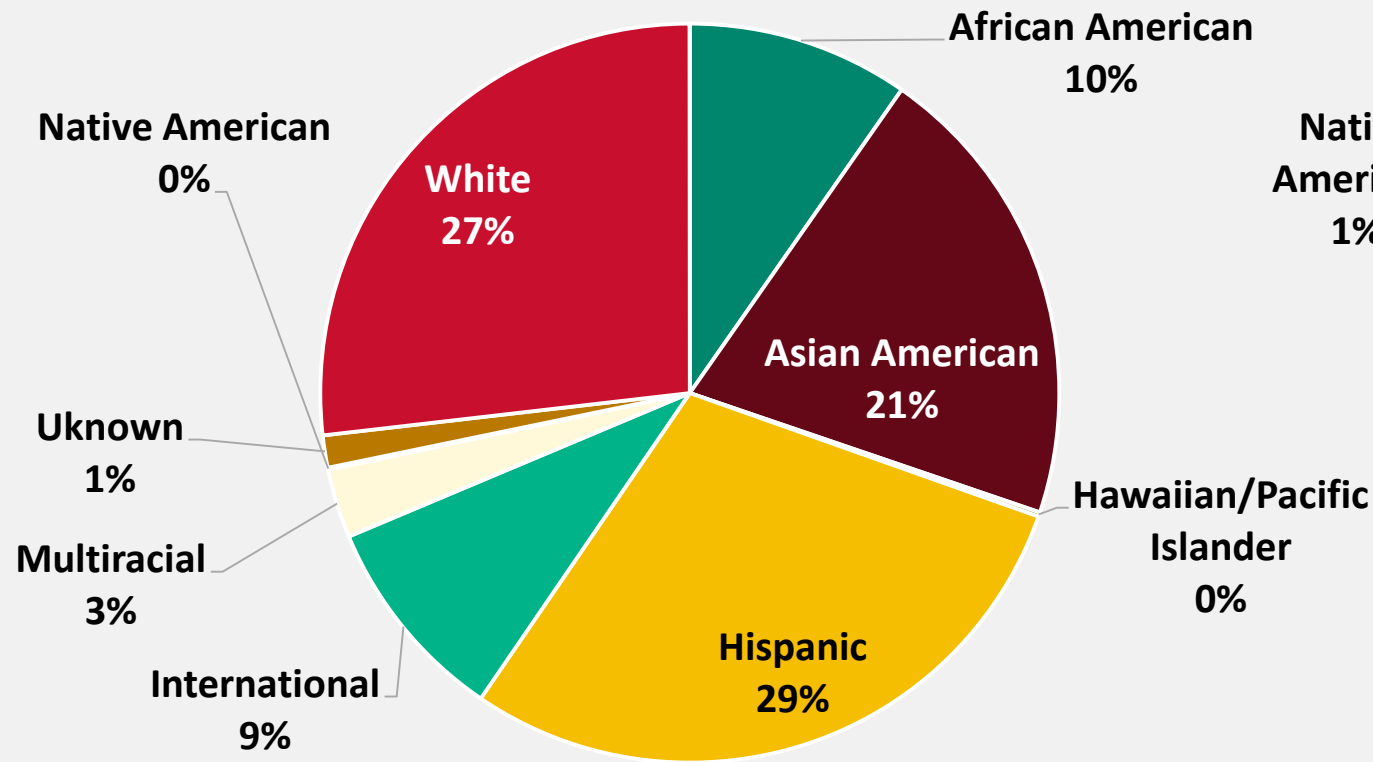


# WHY IS THIS WORK SO IMPORTANT?

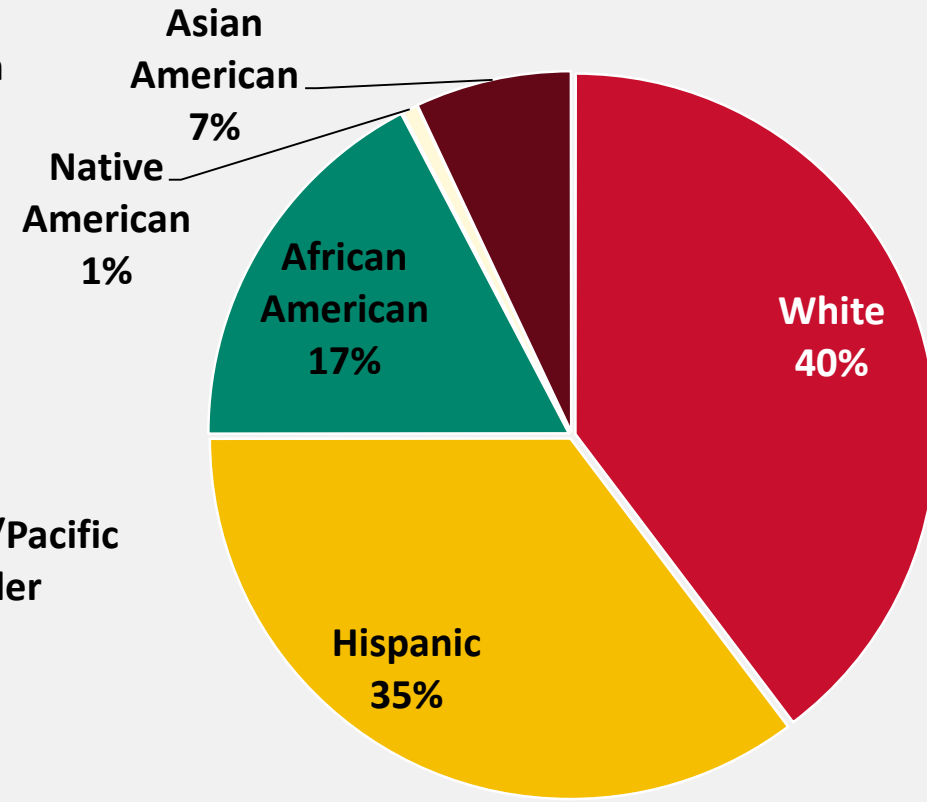


# UH IS AMONG THE MOST DIVERSE UNIVERSITIES IN THE NATION

## University of Houston



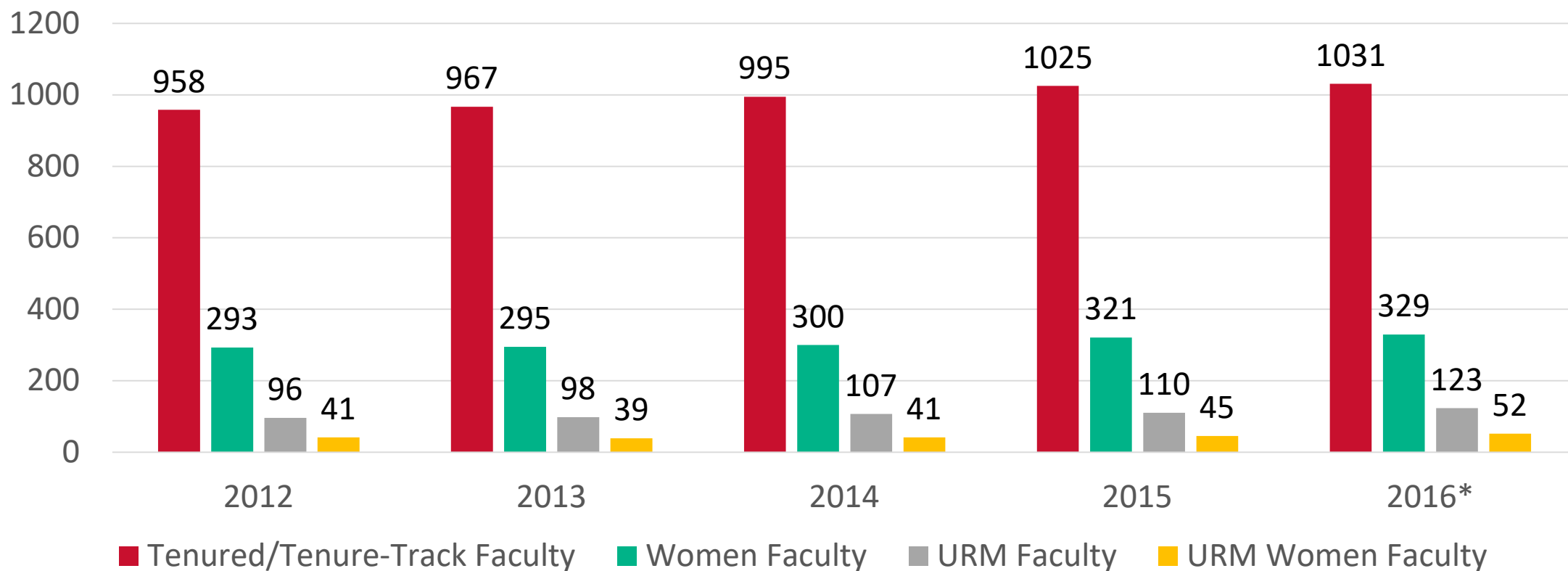
## City of Houston



Total Number of Students = 43,774 (51% men, 49% female)  
2<sup>nd</sup> Most Diverse Tier 1 University in the U.S. (US News & WR)

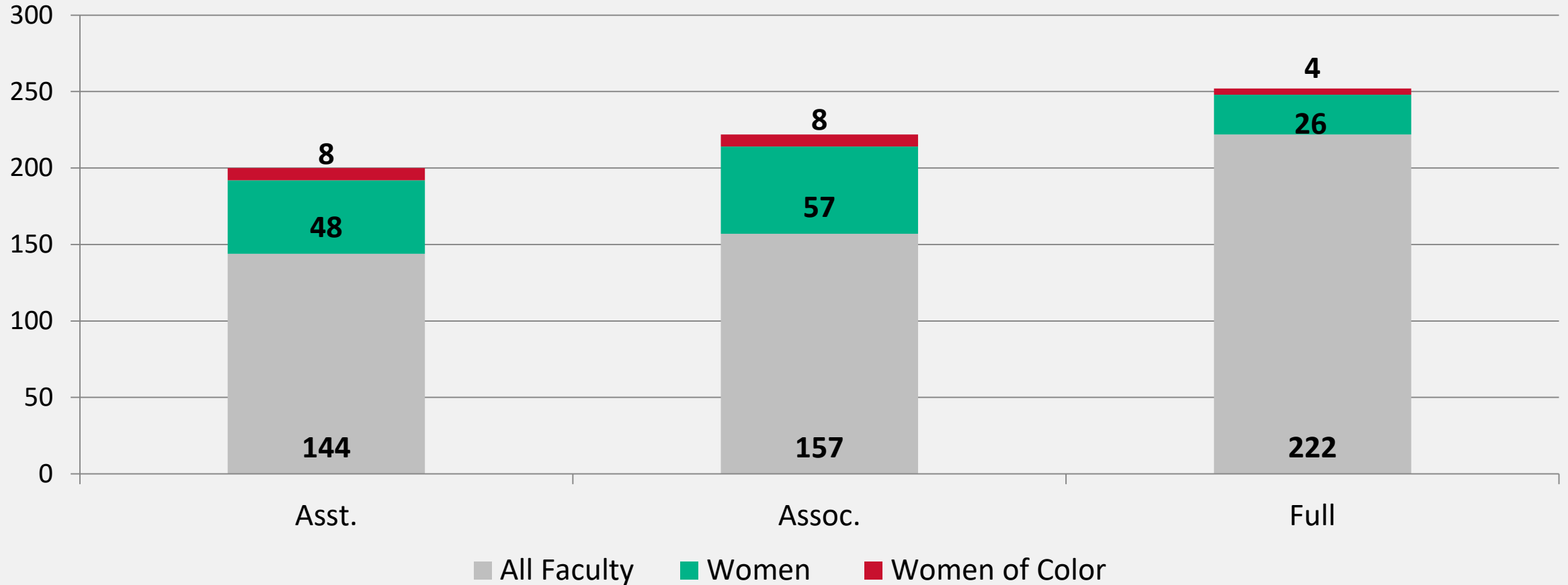
# UH FACULTY NOT AS DIVERSE AS STUDENTS

FALL 2012 – FALL 2016



# WOMEN AND WOMEN OF COLOR FACULTY AT UH

## All STEM/ Social and Behavioral Sciences Faculty



# HOW HAVE WE ACCOMPLISHED OUR GOALS?



Recruit and Retain Women Faculty



Support Women in Leadership Positions



Create Lasting Infrastructure

# Goal 1: Recruit and Retain Women Faculty





# GOAL 1: RECRUIT AND RETAIN WOMEN FACULTY

- Women of Color Workshops
- Postdoctoral Fellows Association
- Dual Career Program
- Significant Other Accommodations
- Diversity Search Committee Training



# DIVERSITY SEARCH COMMITTEE TRAINING

## Past approach:

- Ad posted on professional website with EOS-compliant language
- Applications initially ranked, then candidates ranked in an impression-based system



## Future approach:

- Ad posted with diverse publications and organizations using encouraging diversity language
- Bring in a broader pool of applicants ranked by rubric-based approaches

# SEARCH COMMITTEE TRAINING

ITEM	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT SURE
The recruitment toolkit provides practical information that can be used by faculty to enhance the search committee process	68%	26%	1%	4%	0%
The presenters provided an appropriate level of detail for each topic	52%	33%	4%	9%	1%
The information was presented in a logical manner	65%	25%	4%	4%	1%
As a result of today's training, I have a better understanding of how to address specific issues that may arise during the faculty search process	57%	36%	2%	4%	0%
Overall, today's training was worthwhile	60%	30%	2%	6%	1%

# Expanded Provost Childcare Spots for Recruitment/Retention

## Past approach:

- Provost office access to infant spots for recruitment
- Wait list system with limited commitments to start dates at Children's Learning Centers



## New policy:

- Provost office access to 15 spots for recruitment (five infant, five toddler, five pre-K)
- Faculty will be prioritized and receive spots for June/Aug/Jan start if they apply a semester in advance

# Goal 2: Support Women in Leadership Positions



# GOAL 2: WOMEN IN LEADERSHIP POSITIONS

- Faculty Engagement and Development
- Faculty Café
- Mid-Career Workshops



# ADVANCING MID-CAREER WOMEN'S CAREER TRAJECTORIES



# Goal 3: Create Lasting Infrastructure





# GOAL 3: COMPETITIVE SALARY INITIATIVE

- Developed commitment to community embedded, long-term faculty contributors
- Continuously monitoring compensation fairness across demographic groups, tenure at UH
- Instituted university-wide performance appraisal standards that will be linked to faculty performance



# Bringing It All Together



UNIVERSITY of **HOUSTON** | **ADVANCE**