

Supporting Scholarly Careers of Underrepresented Faculty

Presented by

Loretta A. Moore, PhD

Interim Vice President for Research and Federal Relations

Professor of Computer Science

PI JSU ADVANCE

Jackson State University

Jackson, MS, U.S.A.

Gender Summit 3 - North America
Diversity Fueling Excellence in Research and Innovation
Washington, D.C.
November 13 - 15, 2013

Barriers to Success for STEM Women of Color and Other Women Faculty at HBCUs

- Stereotypes based on ethnicity and gender (and the intersection)
- Women in STEM are often not considered as professionally equal to men in STEM
- Opportunities are often passed around only in certain circles
- Not having mentors, coaches, advocates, and senior faculty who care about the careers of woman faculty
- Few if any opportunities to become a part of a support community within the department or on campus
- Little appreciation that work life balance is much more often a challenge for women than for men
- Policies (recruitment, hiring, retention, tenure and promotion, and tenure clock) are not gender or race neutral policies

Barriers

As a result of these barriers (and others) female faculty, and especially minority female faculty, are not tightly integrated into the formal and informal social structures of the Academy, especially in STEM disciplines.

Supporting the Scholarly Careers of JSU STEM Women

➤ JSU ADVANCE

NSF ADVANCE Program

“The goal of the NSF ADVANCE program is to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce.”

The following types of projects are supported:

- Institutional Transformation (IT)
- Institutional Transformation Catalyst (IT-Catalyst)
- Partnerships for Adaptation, Implementation, and Dissemination (PAID)

JSU ADVANCE Goals and Objectives

- To advance the careers of all female faculty in the STEM and SBS disciplines at JSU
- To foster and sustain a climate and culture which seeks the inclusion of all faculty regardless of gender, race, and other target characteristics at the university and in the department
- To inform the larger academic community about the unique challenges of women in general and women of color in particular at HBCUs

JSU ADVANCE Initiatives

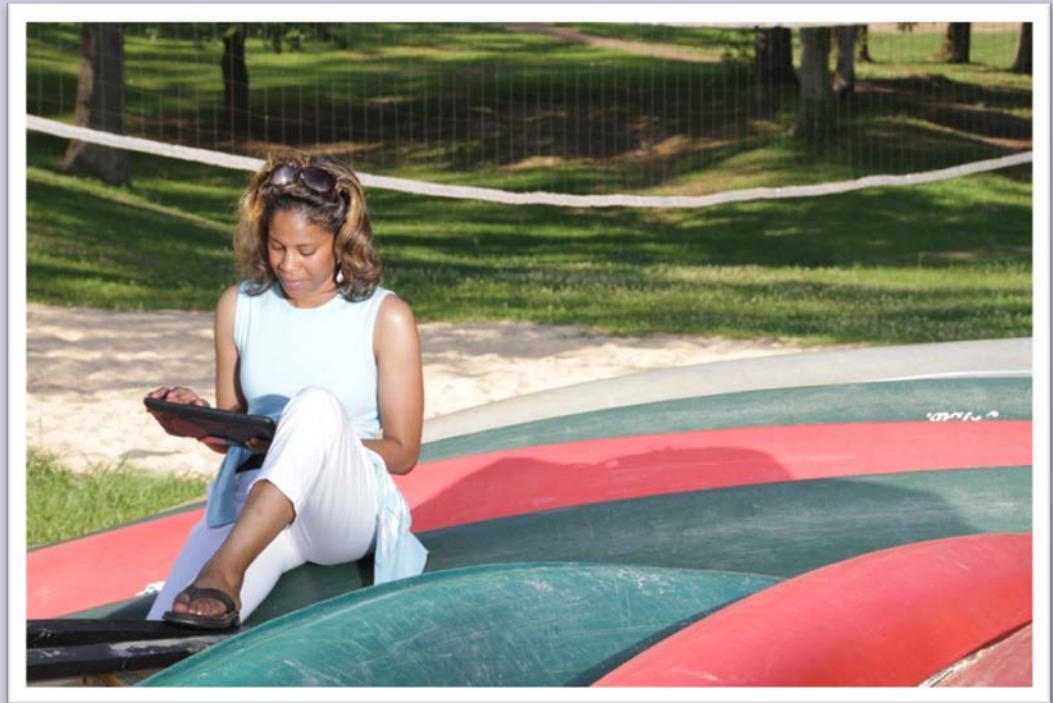
Summer Writing Retreat - Designed to Support the Scholarly Careers of Female Faculty



- Produce high quality scholarly products – journal articles, other refereed publications, book chapters, and proposals
- Develop an intellectual support circle for scholarly writing
- Cultivate a psychology of success about scholarly productivity
- Develop a pattern for consistent writing despite daily demands and responsibilities

Summer Writing Retreat Outcomes

20 articles submitted refereed journals with 8 published 14
presentations at national/international conferences
8 proposals submitted with 3 funded
2 book manuscripts



JSU ADVANCE Initiatives

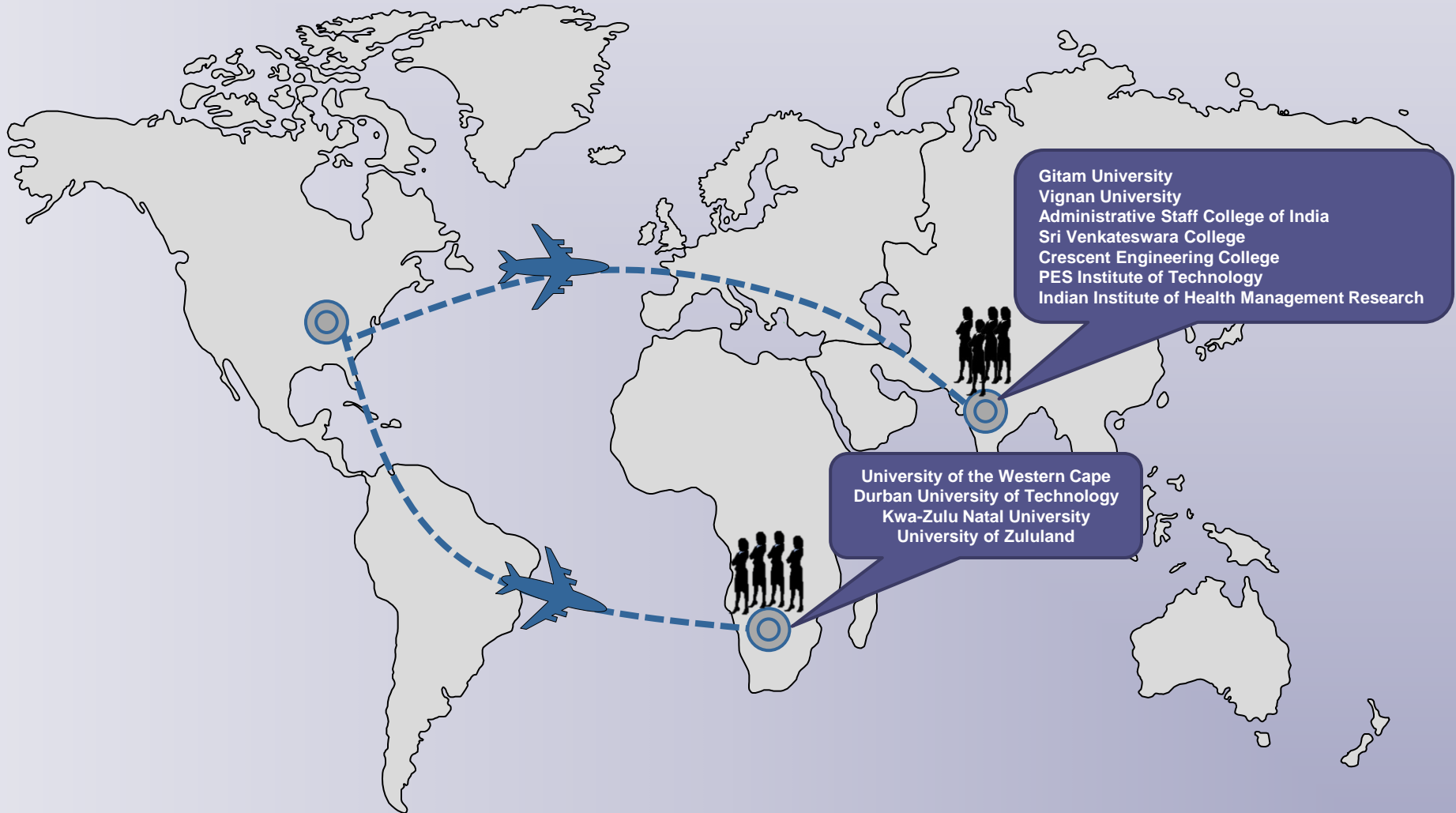
- **International Visibility**

- Assist STEM female faculty to establish visibility and promote a national and international reputation through international group travel
- Support STEM female faculty to travel to national and international conferences in their areas of research

- **Outcomes**

- Over 30 presentations at international institutions
- 5 international presentations, workshops
- Joint international course offered with South Africa
- Ongoing collaboration with International Women in Science Initiatives

India | South Africa



Future Directions

- Multidisciplinary project teams for international travel
- International peer mentor relationships via joint research collaborations
- Expanded international locales for collaboration (based on discipline interest)
- Institutionalization of international travel opportunities for STEM women faculty



Bias Awareness Training - STEM Women of Color

The Academic Woman:

Balancing Expectations, Responsibilities, and Biases

- Sessions for female faculty in STEM organized around relationship status to discuss impact on experience
- Sessions for the partners of academic women to discuss work/life balance and bias in the workplace

	Single Women	Partnered Women
Never participated in similar conversations before	60%	83%
Did you find these conversations helpful?	89%	89%
Did you initially want to hold these conversations?	30%	50%
After workshop, do you want similar conversations?	89%	100%

- *Results:* For the first time, many STEM women engaged in discussions surrounding gender discrimination in the workplace and implications on work/life balance.

JSU STEM Women Leadership Changes

Position	Year of Appointment	STEM Discipline
President	2011	Engineering
Vice President for Information Technology	2012	Computer Science
Vice President for Research (Interim)	2013	Computer Science
Department Chair	2012	Political Science
Department Chair (Interim)	2013	Physics
Department Chair (Interim)	2012	Psychology
Center Director (Interim)	2012	Psychology

Supporting the Scholarly Careers of All JSU Faculty

- JSU Academy for Research and Scholarly Engagement

JSU Academy for Research and Scholarly Engagement - Objectives

- Enhance the scholarly careers of all faculty members
- Increase interaction with Federal agencies
- Increase collaborations across disciplines
- Provide access to coaches for research and writing guidance
- Develop a highly energized community of scholars



Academy Design

- Provides Academic Year Program
 - Curriculum includes
 - Workshops
 - Writing Sessions/Retreats
 - Individual Coaching
 - Visits to Funding Agencies
- Participant Expectations
 - Apply and submit proposals for evaluation and selection
 - Commit to develop and submit Research and Scholarly Agenda
 - Fully participate in all Workshops and Meetings
 - Work with scholars across multiple disciplines and career levels
 - Submit bi-monthly assignments to coaches
 - Submit competitive proposal in response to a Request for Proposals



Academy Outcomes and Accomplishments

- To increase:
 - ✓ Number of faculty members submitting research grants as PIs
 - ✓ Number of proposals submitted
 - ✓ Funding rate
 - ✓ Funding total received from competitive grant proposals
- To identify emerging researchers who can successfully recognize and develop solutions to multidisciplinary problems
- To create a community of multidisciplinary scholars

The screenshot shows the Jackson State Newsroom website. The main headline is "JSU earns Delta Sigma Theta 2013 endowed chair award" by Jackson State University, dated July 15, 2013. The article text states that Jackson State University was named the recipient of the 2013 Distinguished Professor Endowed Chair Award at the July 12 public meeting of the Delta Sigma Theta Sorority 51st National Conference and Centennial Celebration in Washington, D.C. The award will support research on African-American grandfathers in child rearing. A photo of Dr. Olga Osby is included, along with a quote from her about the project's focus on African-American grandfathers. The article also mentions that Dr. Deborah Dent accepted the award on JSU's behalf at the National Mall.

Jackson State Newsroom

HOME | CAMPUS LIFE | ARTS & MEDIA | RESEARCH & TECHNOLOGY | EDUCATION | COMMUNITY | ALUMNI | SPORTS

FACULTY & STAFF

11 COLLEGE OF PUBLIC SERVICE - EDUCATION - FACULTY STAFF NEWS - RESEARCH & TECHNOLOGY

JSU earns Delta Sigma Theta 2013 endowed chair award

by Jackson State University July 15, 2013

(JACKSON, Miss.) – Jackson State University was named the recipient of the 2013 Distinguished Professor Endowed Chair Award at the July 12 public meeting of the Delta Sigma Theta Sorority 51st National Conference and Centennial Celebration in Washington, D.C.

The \$220,000 award will support the university's effort in the School of Social Work for research on the role African-American grandfathers play in child rearing.



Dr. Olga Osby

Social work professor Dr. Olga Osby submitted the winning proposal, which is titled American Grandfathers in Community Engagement and Family Stabilization.

"The project stems from my interest in looking at African-American grandfathers as a hidden resource in the community," Osby said. "I see all of these men in our communities and in our churches, but as a social worker and a researcher, I didn't see that reflected in the literature."

Dr. Deborah Dent, interim vice president of Information Technology, accepted the award on JSU's behalf in front of thousands gathered on the National Mall.

RECENT NEWS

"It was an exciting moment. I was very proud because we were competing against

Academy Community Accomplishments

Jackson State Newsroom

HOME | CAMPUS LIFE | ARTS & MEDIA | RESEARCH & TECHNOLOGY | EDUCATION | COMMUNITY | ALUMNI | SPORTS

FACULTY & STAFF

COLLEGE OF SCIENCE ENGINEERING AND TECHNOLOGY - FEATURED - RESEARCH & TECHNOLOGY

National Science Foundation awards JSU \$300K for software development education

by Jackson State University September 6, 2013



Dr. Hyunju Kim

Computer Science majors will get real-world software development experience thanks to a National Science Foundation Grant for \$299,797 awarded to Jackson State University to establish, under Dr. Hyunju Kim's direction, an Open Source Software community run by computer science majors.

Kim is Associate Professor in the Department of Computer Science. She said the award will be distributed over three years, beginning Sept. 1, 2013, enabling JSU to educate computer science majors through real-world software development activities and produce a well-educated and well-trained workforce.

The project further contributes to student learning in the areas of engineering, analyzing and understanding existing code, software solution design, people and project management, and communicating with end users and clients.

More specifically, it will provide:

- A repository and knowledge base of student development projects and an incubator for further OSS developments.

Enter your search...

FOLLOW US

BLACK VIOLIN PERFORMS AT JSU

Jackson State Newsroom

HOME | CAMPUS LIFE | ARTS & MEDIA | RESEARCH & TECHNOLOGY | EDUCATION | COMMUNITY | ALUMNI | SPORTS

FACULTY & STAFF

COLLEGE OF SCIENCE ENGINEERING AND TECHNOLOGY - FACULTY STAFF NEWS - FEATURED - RESEARCH & TECHNOLOGY - UNCATEGORIZED

JSU professor awarded patent for simulator used for drones

by Jackson State University November 6, 2013

(Jackson, MS) – Dr. Kamal S. All, a computer engineering professor at Jackson State University, has been awarded a patent for his Hardware in the Loop Simulator (HILS) for small autopilots used in unmanned aerial vehicles or drones.



HILS are systems that combine the best of software flexibility and hardware accuracy, providing the user with a powerful and realistic evaluation tool. The system allows the user to compare how a plane is flying under different autopilots and weather conditions. The project is a collaboration of JSU and the U.S. Army Research Laboratory. All collaborated with his student, Justin Shumaker, who currently works for the Army Research Laboratory.

A copy of the system will be delivered to the U.S. Air Force on Dec. 6. This is All's

Enter your search...

FOLLOW US

BLACK VIOLIN PERFORMS AT JSU

RECENT NEWS

Supporting the
Scholarly Careers of
STEM Women @
JSU

Supporting the
Scholarly Careers of
All
JSU Faculty

Supporting the
Scholarly Careers of
Underrepresented
Faculty
Internationally

What Is Left to Do?

While high-level and some mid-level administrators and many faculty peers understand and are supportive of *Institutional Transformation*, some Individuals still do not understand what their role and responsibilities are to promoting the *change necessary for Institutional Transformation.*

Recommendations for Institutions to Support Scholarly Careers of Underrepresented Faculty

1. **Institutions must recognize that any sustainable solution(s) must be community-based.**
2. **Institutional Policies must be reviewed and modified to ensure equity, diversity, and inclusion by looking beyond the traditional approaches.**
3. **Dialogue (at times difficult) must be held with all members of the community and other constituents.**
4. **Institutions and individuals must determine the issues surrounding the perceptions, realities, and impact of bias.**
5. **Institutions and all individuals must acknowledge the value of diversity and be held accountable for change.**
6. **Institutions must commit and hold themselves accountable for the continuous professional advancement for women and underrepresented minority faculty.**
7. **Institutions should seek to create a community of (diverse) scholars at various career points.**

Thank You!

Contact Information

Loretta A. Moore
Interim Vice President for Research
& Federal Relations,
Professor of Computer Science, and
Principal Investigator of JSU ADVANCE



- Office: (601) 979-0552
- Email: loretta.a.moore@jsums.edu
- Website: <http://www.jsums.edu/>