

# Increasing inclusion of Women & Women of Color in STEM Academic Departments



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# Agenda

- Introduction – “My Story”
- Background Data
- Challenges to Increasing inclusion of women of color faculty
- What is HU ADVANCE-IT?
- Strategies / Programs
- Concluding Remarks

# “My Story”



- Faculty member by accident
- 1995 – 1<sup>st</sup> tenure track woman, tenured, and full professor
- 2014 - still only woman in department
- HU ADVANCE-IT
- Howard University South Africa Project (HURSAP)

**HU ADVANCE-IT**



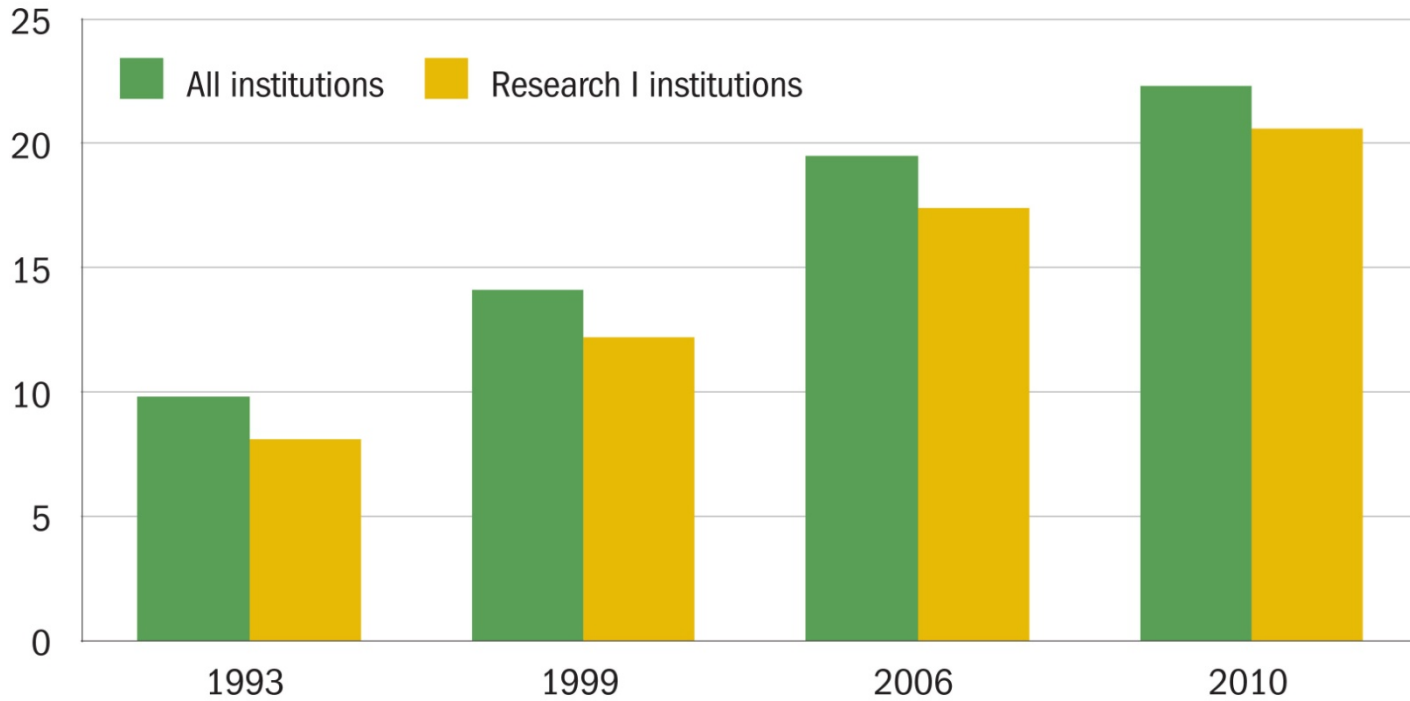
[www.howard.edu/huadvanceit](http://www.howard.edu/huadvanceit)

**HOWARD**  
UNIVERSITY

Sonya Smith, PhD

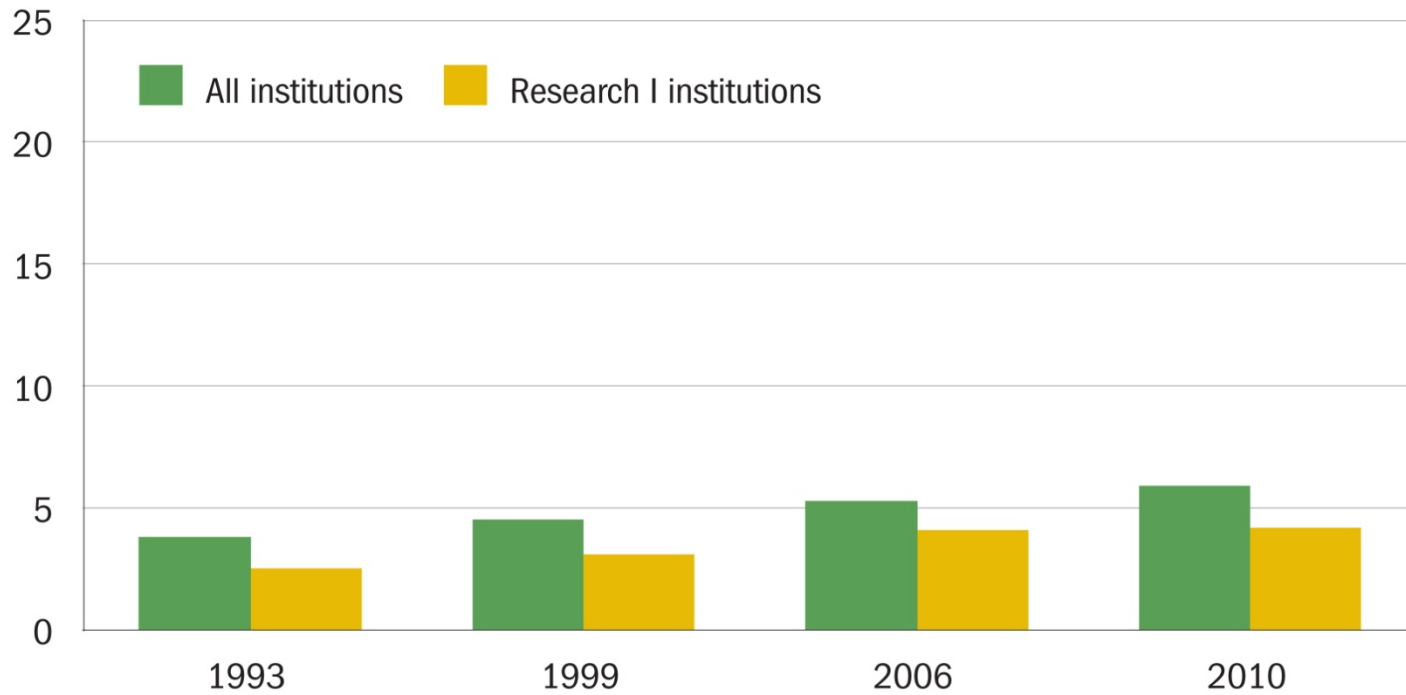


Percent



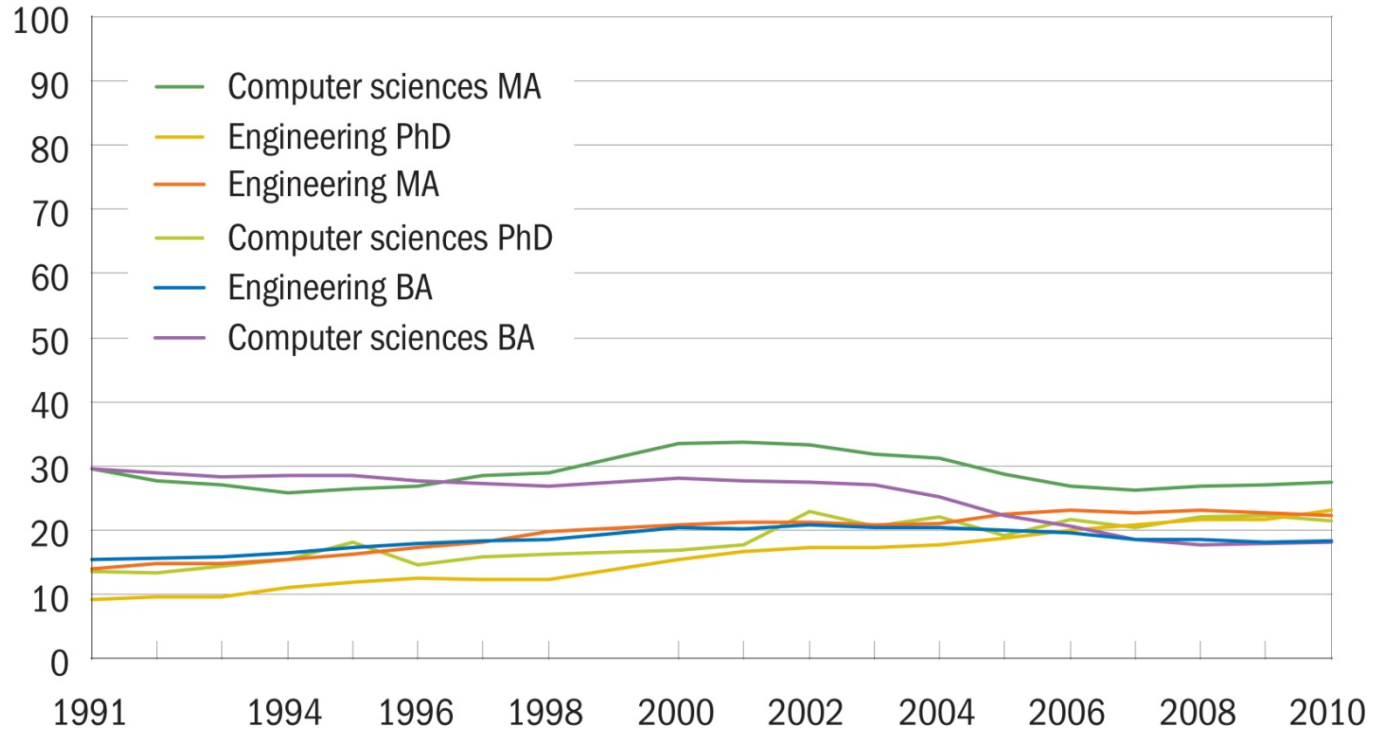
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Percent



<http://www.nsf.gov/statistics/>

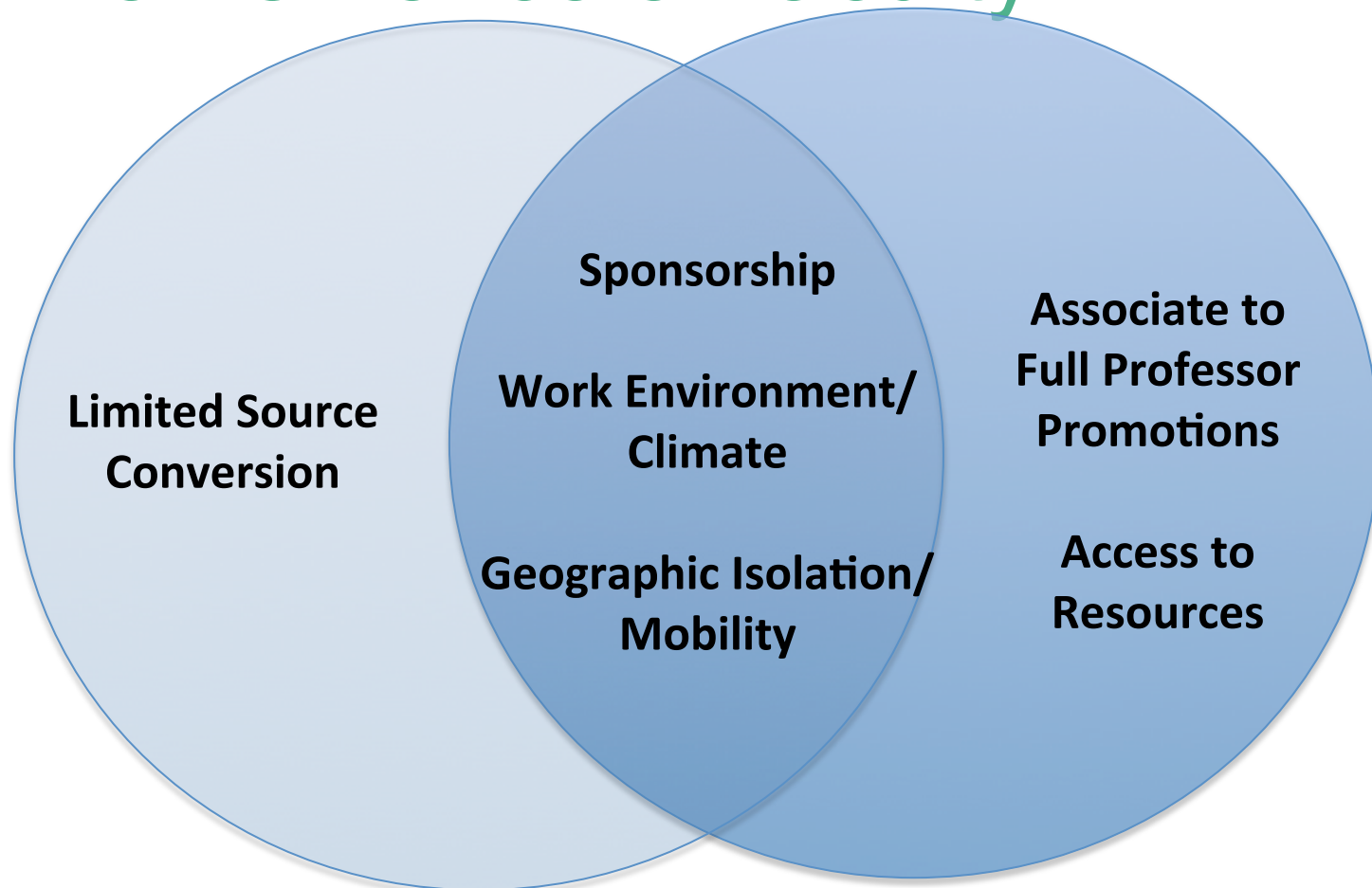
Percent



NOTE: Data not available for 1999.

<http://www.nsf.gov/statistics/>

# Challenges to Increasing inclusion of women of color faculty



**Graduate Students**

**Faculty**

# HU ADVANCE-IT Objectives

- **Education.** To foster and sustain a climate and culture which seeks inclusion of all faculty regardless of race, gender, or other target characteristics at the University and in the department
- **Advocacy.** To advance the careers of women faculty in STEM disciplines at Howard University
- **Empowerment.** To position Howard University as a national repository of scholarship on women of color STEM faculty professional experiences, accomplishments, and leadership





Institutional Indicator Data

Howard University  
President, Wayne A.I. Frederick, MD, MBA  
Provost, & Chief Academic Officer  
Dr. Michael Winston

Internal Advisory Board  
Chaired by Provost

External Advisory Board  
Chaired by President

External Evaluator  
Internal Evaluator

HU ADVANCE-IT LEADERSHIP TEAM

Empowerment  
STEM Women's Research Symposium  
Women in STEM Researcher of the Year  
Mini Grants  
Writing Retreat

Advocacy  
Mentoring  
Leadership Development  
Media Campaign  
Policy Review  
Faculty Fellows

Education  
Unconscious Bias Training  
Evaluation Data  
Workload Analysis

Social Science Study  
Documenting the HU Experience  
for women in STEM



Part I

# WOMEN STEM FACULTY

# Faculty Handbook



March 2013

- Last revision 1993
- Faculty Handbook Revision Committee (FHRC)
  - Charged to update the 1993 handbook
- Revised handbook submitted March 2013
- Section 6.2.3.3 *Tenure Clock Extensions*
  - Child birth or adoption
  - Serious health condition
  - Death of a parent, child, spouse, or domestic partner
  - Catastrophic property loss

# Mini Grants

- Research literature documents women faculty have less access to discretionary resources
- 20 awards to date
- 90% increase in applications from Cycle 1



# Mini Grants - Impact

- Supported joint faculty/student projects
- Pilot data for proposal submissions
- Laboratory Supplies
- Leveraged funds/Pilot data
  - NIH R015
  - NSF Research Initiation



# Research Symposium

- March 2013 Women in STEM Research Symposium
- April 2014 – University-wide Research Day
- Women in STEM Panel – live streamed



# STEM Woman Researcher of the Year

- 2014 Recipient
  - Dr. Georgia M. Dunston,  
Founding Director,  
National Human Genome  
Center



# Unconscious Bias Training

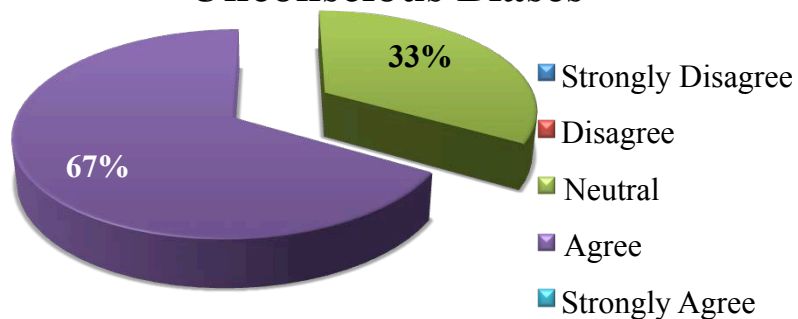
- Launched in Fall 2014
- Provost's mandate to Deans to requires all APT and Search Committees to be trained
- Provost Search Committee completed Training



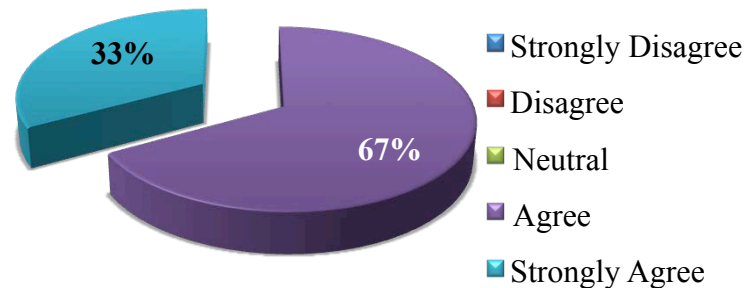


# Unconscious Bias Training -Impact

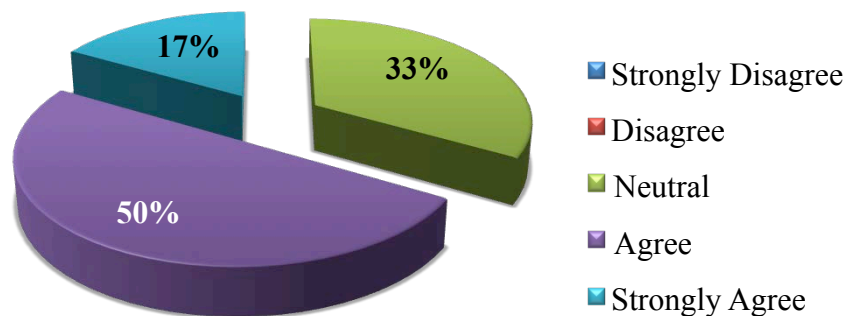
## Learned New Information About Unconscious Biases



## Plan to Use Skills Learned From Training



## Various Committees Help Decision Making



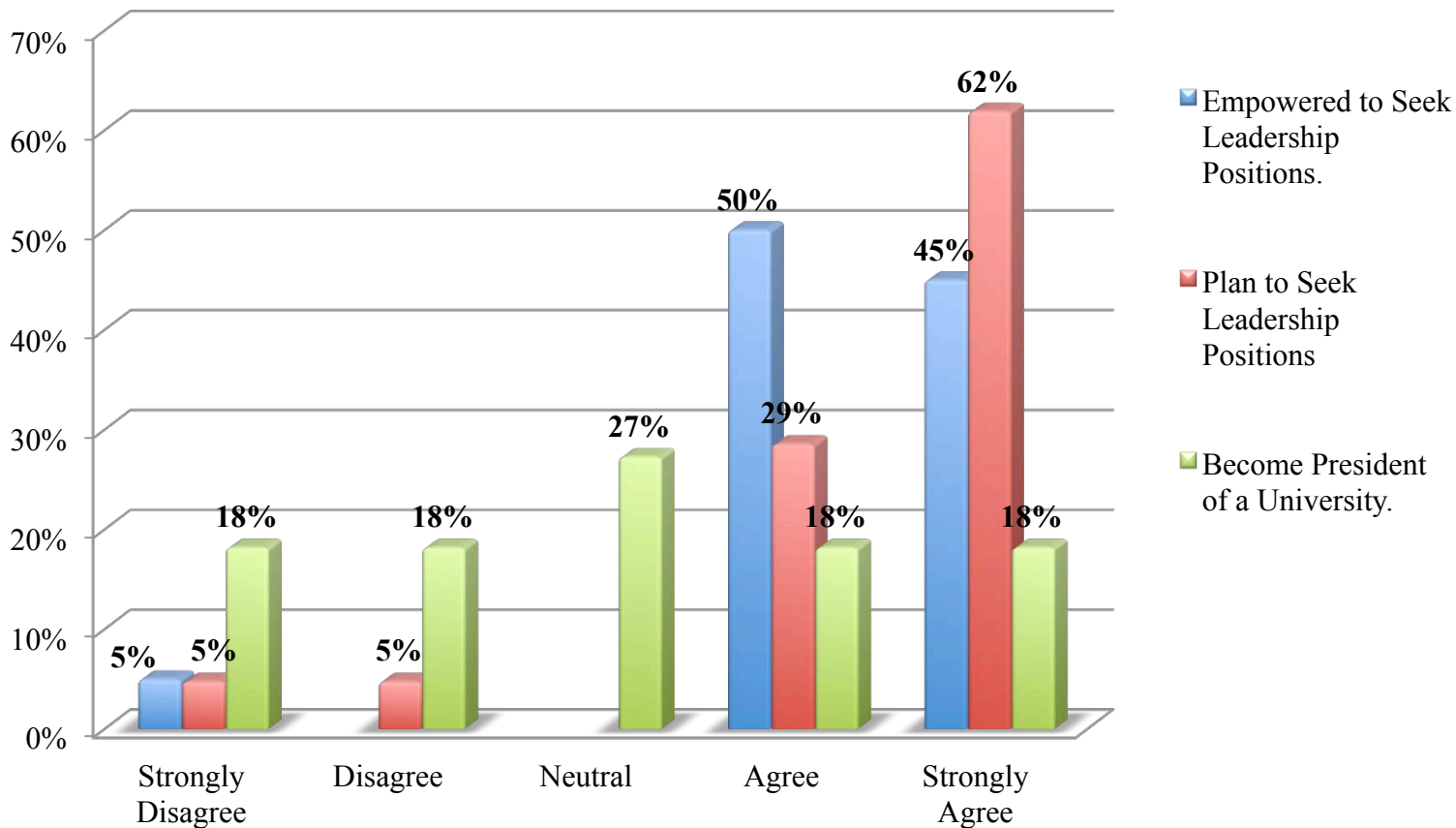
# Leadership Development

- **Seminars**
  - Dr. Verna Orr: Profiles, Pedigrees and Proficiencies: Influencing the Trajectories of African American Women Postsecondary Presidents
- **Follow-the-Leader**
  - Shadowing program
  - Uses vast network of women leaders in the DC area
- **External Training/Workshops**



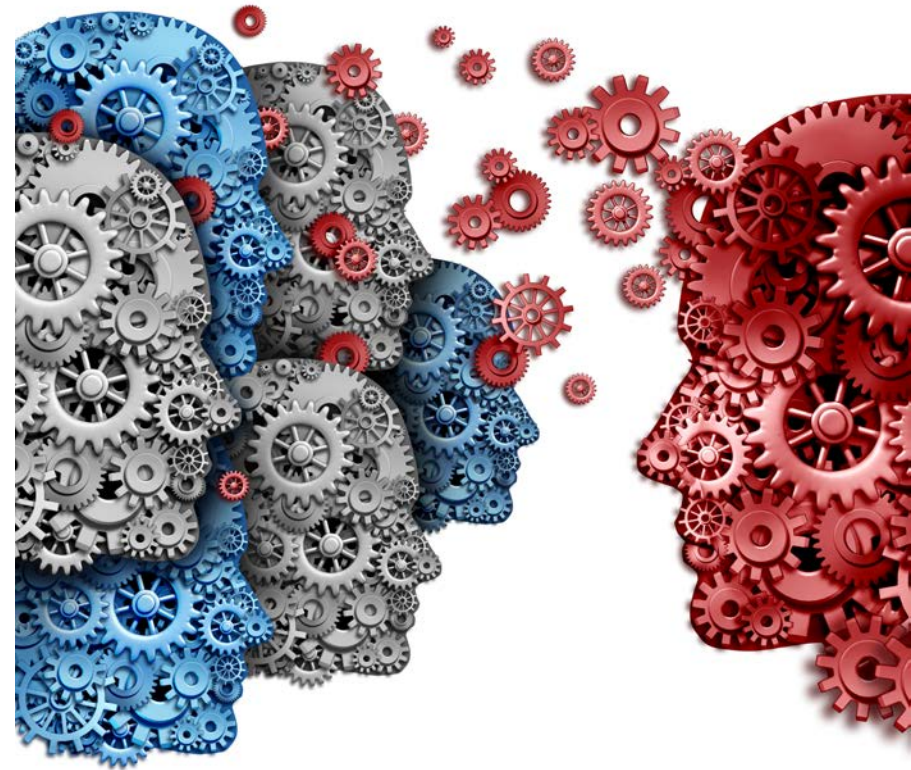
# Leadership Development Impact

## Inspired to Become Leader



# Mentoring

- Seminar series
  - Mentorship
  - Sponsorship
- Facilitate Interaction with Mentors and Sponsors



# Faculty Fellows

- **2014: Dr. Kimberly Lewis, RPI**
  - Nanomaterials Research Center/  
Department of Electrical Engineering
  
- **2015: Dr. Dara Norman, National Optical Astronomy Observatory (NOAO)**
  - Department of Physics and Astronomy



# Media Campaign

- Media Training sponsored by Office of University Communications (OUC)
- HU ADVANCE-IT Content Development – Media Week
  - STEM stories from 18 Women Faculty
  - Introduction Video for HU ADVANCE-IT website

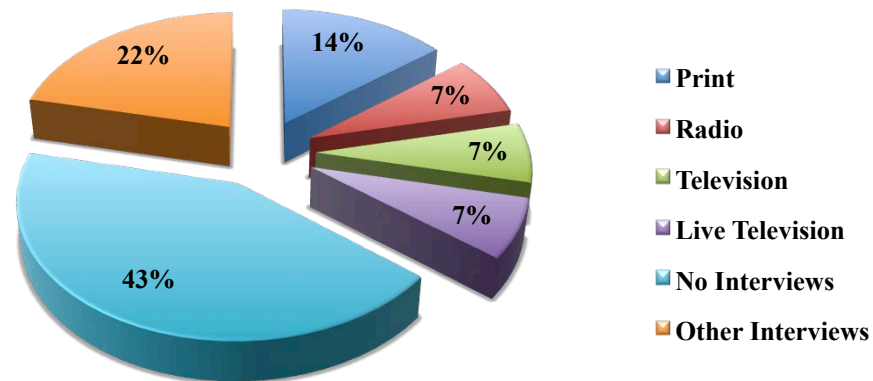


# Media Campaign Impact

## Workshop Evaluation



## Prior Interview Experience



# Possible Strategies

- Limited Source Conversion
  - Partner with institutions with larger pool of graduate students
  - Make offer secure while completing postdoc
  - Stay connected with graduates
  - Partner with Professional societies
- Geographic challenges/ isolation
  - Partner with Pipeline programs
  - Incentivize cluster hires
  - Visiting Faculty
  - Maintain contact with graduates



# Possible Strategies (continued)

- Full Professor Promotion
  - Collaboration with parallel international organizations;
- Sponsorship
  - Incentivize ADVANCE Network of Women Faculty in STEM
  - Incentivize willingness to raise issues on campus

# Thank you.