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?

UNIVERSITY of HOUSTON | ADVANCE
UH IS AMONG THE MOST DIVERSE UNIVERSITIES IN THE NATION

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

University of Houston:
- White: 27%
- Asian American: 21%
- Hispanic: 29%
- African American: 10%
- Multiracial: 3%
- Unknown: 1%
- International: 9%

City of Houston:
- White: 40%
- Hispanic: 35%
- African American: 17%
- Unknown: 1%
- Native American: 7%
- Hawaiian/Pacific Islander: 0%
PROBLEMS EXIST NATIONALLY AND LOCALLY AND ARE EMPIRICALLY WELL-DOCUMENTED.

UH FACULTY NOT AS DIVERSE AS STUDENTS

FALL 2012 – FALL 2016

- Tenured/Tenure-Track Faculty
- Women Faculty
- URM Faculty
- URM Women 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
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<tr>
<th>ITEM</th>
<th>STRONGLY AGREE</th>
<th>AGREE</th>
<th>DISAGREE</th>
<th>STRONGLY DISAGREE</th>
<th>NOT SURE</th>
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<tr>
<td>The recruitment toolkit provides practical information that can be</td>
<td>68%</td>
<td>26%</td>
<td>1%</td>
<td>4%</td>
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<td>used by faculty to enhance the search committee process</td>
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<td>The presenters provided an appropriate level of detail for each</td>
<td>52%</td>
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<td>topic</td>
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<td>The information was presented in a logical manner</td>
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<td>As a result of today’s training, I have a better understanding of</td>
<td>57%</td>
<td>36%</td>
<td>2%</td>
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<td>how to address specific issues that may arise during the faculty</td>
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<td>search process</td>
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<td>Overall, today’s training was worthwhile</td>
<td>60%</td>
<td>30%</td>
<td>2%</td>
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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