Creating a Culture of Success: A Professional Development Program for Women
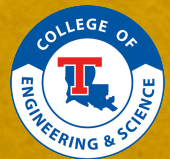
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ADVANCE_{ING} FACULTY PROGRAM

COLLEGE OF ENGINEERING & SCIENCE

Background

Louisiana Tech/College of Engineering and Science

- 11,000 students, public RH/U

- 1700 UG, 400 Grad, 100 faculty

- Collaborative work environment

- Interdisciplinary research in key focal areas

- Interdisciplinary team-based model for administration, education, research

- 8 engineering, 2 engineering technology, computer science, math, chemistry, physics

- Integrated STEM Education Research Center with multiple federally-funded grants

Motivation: Women's Advancement

NSF ADVANCE PAID Grant, 4 years, $736,000

No discrepancies in terms of salary, resources, start-up packages, other measure of compensation

Very few tenure-track, tenured women (~10, ~4 math)

Very few women in leadership roles (2)

Major areas of focus:
- Climate
- Retention
- Professional Development & Leadership

Formal Mentoring Program

COES Mentoring Program

- Goals:
  - Provide support for faculty related to career activities
  - Communicate institutional expectations in research, teaching and service
  - Assist faculty in becoming better socialized in the broader college/university culture

- 3rd year, 14 Mentor/Mentee Pairs

- Formal training, monthly e-newsletter

- Open to male and female, tenure-track faculty

Monthly Faculty Lunches

Faculty Lunch at the Ropp

- Goals:
  - Provide opportunity to network/socialize
  - Inform participants about upcoming events
  - Incorporate short, focused professional development training

- Meet once a month, e-newsletter

- Lunch is funded by Office for Women in Science and Engineering

Career Development Workshops

♦ Provide more focused, in-depth professional development trainingby prestigious, national-level experts

♦ 2 – 3 per academic year

♦ Also target campus-wide audience, administrators, male faculty

Faculty Negotiations
Problem Solving and Conflict Resolution
Tuesday, May 10
8:00 a.m. - 12:00 Noon
(Faculty / Administrators)

Academic Leadership
Wednesday, May 11
8:00 a.m. - 12:00 Noon
(Faculty / Administrators)

Guest Speakers

DR. JANE TUCKER   DR. BARBARA BUTTERFIELD

Interested in Attending?
email Jenna@coes.latech.edu

GUEST SPEAKER

Why SO **SLOW?**
THE ADVANCEMENT OF WOMEN IN ENGINEERING AND SCIENCE

Women are conspicuous by their absence at the most prominent levels of science, medicine, business, law, and academia. Why? Valian's explanation of women's slow advancement in the professions details how and why women are disadvantaged and includes remedies that institutions and individuals can work to achieve genuinely fair organizations that make full use of everyone's talents.

Virginia Valian
Distinguished Professor of Psychology
Hunter College, CUNY

Friday, March 16, 2012
10:00 a.m. - 11:30 a.m. University Hall

SCOTT PAGE

Leonid Hurwicz Collegiate Professor
of Complex Systems, Political Science
and Economics
The University of Michigan

"Diversity and Collective Performance"

Thursday, October 20
10 a.m. University Hall

ADVANCE ING
FACULTY PROGRAM

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ENGINEERING & SCIENCE

Program Assessment – Mentoring Program

Question	Mentees		Mentors
	Female	**Male**	**Male**
Rating of the Mentoring Program			
Very Positive	100%	63%	75%
Somewhat Positive	0%	25%	13%
Neutral	0%	13%	13%
Frequency Reported Meeting in Person			
Never met face-to-face	0%	0%	13%
Less than once a month	17%	38%	13%
About once a month	50%	25%	75%
About twice a month	17%	0%	0%
Weekly	0%	25%	0%
Total Number of Hours Reported Receiving/Providing Mentoring			
0 - 5 hours	17%	38%	50%
6 - 10 hours	33%	50%	38%
11 - 15 hours	0%	13%	13%
16 - 20 hours	17%	0%	0%
More than 20 hours	33%	0%	0%

Program Assessment – Faculty Lunches

- Most tenured, tenure-track women attended at least 1/3 of the lunches.

- ~30% of the women indicated that they were the most useful activity offered.

- Most valued aspects were the collegiality and the content of the professional development presentations.

- Participants also valued the opportunity to meet other women faculty on campus.

Program Assessment – Career Development Workshops

- Majority of women faculty who participated indicated that they were very worthwhile.

- Those that did not participate indicated that the workshops did not fit their schedule or they did not think it would be worthwhile or that they did not think they were eligible to participate.

Aspects that can be Transported to Other Campuses

♦ <u>Formal Mentoring Program</u>

- University of Rhode Island ADVANCE Program
  Louisiana Tech ADVANCEing Faculty Program

♦ <u>Professional Development Training</u>

- ADVANCE Portal

- WEPAN Knowledge Center

- SWE AWE ARP series

- Louisiana Tech ADVANCEing Faculty Program

References

- http://www.uri.edu/advance/faculty_development/mentor_training_program.html

- http://www.advance.latech.edu

- www.portal.advance.vt.edu

- http://www.wepanknowledgecenter.org

- http://www.engr.psu.edu/awe/ARPResources.aspx

Lent, R.W. and Brown, S.D., "*Social Cognitive career Theory and Subjective Well-Being in the Context of Work*," Journal of Career Assessment 16(1) (2008), 6 – 21.

Bakken, L.L., et al, Viewing clinical research career development through the lends of social cognitive career theory, *Advances in Health Sciences Education: Theory and Practice* 11(1) (2006), 91 – 110.

Questions?

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