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Preview of Award 1608576 - Annual Project Report

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Federal Agency and Organization Element to Which Report is submitted:
Federal Grant or Other Identifying Number Assigned by Agency:
Project Title:
PD/PI Name:

Recipient Organization:

Project/Grant Period:

Accomplishments

*** What are the major goals of the project?**

Many factors related to the underrepresentation of women in STEM disciplines can be conceptualized as falling into two primary categories: deficit and difference factors. Deficit factors are structural obstacles and mechanisms in the workplace that lead to both formal and informal exclusion of female faculty. Difference factors are characteristics internal to the individual that lead to gender disparities, including differences in men's and women's goals, outlook, and behavior. We hypothesize that deficit and difference factors manifest differently at a rural public institution. The major goalof the project is to evaluate this hypothesis, and to put into action and create a framework for positive change.
We will (a) review existing policies and data to determine if changes to them can positively impact women in STEM; (b) collect new data through surveys and interviews; (c) co64r-.2(n)-.7 saghade disntep.2(n)-0.a3(p)2.ri exbl c 8(w)-9(s)-1.

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and External Advisory Board were created [MM1] .

Major Activity #3 – Objective 1 & 2. Peer mentoring circles were created and assessed.

[MM1]Membership?

Significant Results: Major Activity #1 – Objective 1: Policy & Program Review. Dr. Zhang presented results to

Participants/Organizations

What individuals have worked on the project?

Name	Most Senior Project Role	Nearest Person Month Worked

Contribution to the Project: Dr. Cobb's contribution to the project includes participation in team planning meetings, membership on the campus ADVANCE Advisory Board, meeting external speakers visiting campus for workshops and presentations, and attendance at grant-sponsored campus presentations and events. As one of six academic deans on the MSU campus, Dr. Cobb is uniquely positioned to communicate the goals and plans of the ADVANCE project to multiple constituencies. These include the President, Provost, other academic deans and program directors, and campus support personnel. As dean of the Jones College of Science, Engineering and Technology, Dr. Cobb is well positioned to serve as an advocate for the ADVANCE grant to faculty in the STEM disciplines, and is able to ensure broad exposure and communication of ADVANCE initiatives to those faculty most affected by ADVANCE considerations. As the project matures, Dr. Cobb will also be in a position to provide a broad campus overview of how particular recommendations might be received and implemented, and will serve as a liaison between the PI and campus leadership on how best to realize long-lasting institutional improvements.

Funding Support: None
International Collaboration: No
International Travel: No

Paula J Waddill
Email:athatMCID .9(ul)3(s)-1./MCID0 Twp /P <</MCID4c.38 0 TPB-8( )]TJ 0d217 0 Td [(Tr)1.3(a)20.80.8(t)-4.8(i)w 1.3

deal about other NSF and NIH project. Dr. Wu is currently working on a research paper to report the interview project.

Funding Support: None
International Collaboration: No
International Travel: No

Contribution to the Project: As the facilitator for one of the mentoring circles, Dr. Derting participated in training and decision-making in designing and scheduling the mentoring sessions. She prepared notes and questions for each sessi and, when appropriate, provided information those members needed or requested, including campus data on issues related to women and literature related to topics discussed. She led discussions at each session, ensuring that all circle members felt comfortable participating, their voices were heard and ideas shared. Dr. Derting made sure that participants addressed each topic and stayed on topic as much as possible. At the same time, she encouraged circle members to raise questions or concerns on any topic of importance to them and made decisions about the best time for addressing those concerns. She encouraged more senior faculty to share their experiences and suggestions with more junior faculty. She informed the circle members of any campus speakers or other events that were related to women's issues or issues raised in our meetings, while also raising awareness of changes that have occurred on campus that result in new issues for incoming faculty that we then explore. Dr. Derting provided support and contacts for circle members as needed and appropriate.

Funding Support: None
International Collaboration: No
International Travel: No

Claire Fuller
Email: cfuller@murraystate.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Organization Type: Academic Institution
Organization Location: Pensacola, FL

Partner's Contribution to the Project:
Other: Site Visit

More Detail on Partner and Contribution: UWF hosted a visit by Paula Waddill and Maeve McCarthy on March 2-4, 2017. We spent March 3 in a series of meetings learning about the many aspects of their PAID award. Their experienc as a regional comprehensive university with an ADVANCE award was particular1y relevant to our experience.

What other collaborators or contacts have been involved?

Susan Wiediger, SIU Edwardsville, External Evaluator

Christine Grant, North Carolina State University, Trained facilitators for mentoring circles

Joan Herbers, Ohio State University, Seminar speaker and workshop leader

Lydia Villa-Komaroff, Retired, Seminar speaker and workshop leader

Members Internal Advisory Board Call Murray State employees)

Robert Davies, President
Renae Duncan, Provost
Tim Todd, COB
Steve Cobb, JCSET
Staci Stone, CHFA
Tony Brannon, HSA
Cami Duffy, IDEA
Kathy Farmer, Faculty Regent
Joyce Gordon, HR
Susana Bloomdahl, PCDI

Members External Advisory Board

Amy Cox, Paducah Tilghman & MSU Chemistry alumna
Christine Grant, North Carolina State University

1) Results from our institutional data collection show underrepresentation of female faculty in multiple departments, especially those in the Jones College of Science, Engineering and Technology, and in the Department of Computer Science and Information Systems. The findings have been disseminated to campus leadership via the Internal Advisory Board. The results have reinforced the awareness of, informed the stakeholders, and may prompt proactive measures to hire more female faculty in STEM and SBES disciplines.
2) We conducted a policy review of Murray State, institutions similar to Murray State, and ADVANCE institutions, on work-life, tenure and promotion, professional and leadership development, and recruitment. The results have identified several areas where we could benefit from a new policy, new interpretation of existing policy, or information. We identified the expansion of the tenure clock, parental leave, and information for prospective employees as areas we will work on. These changes will likely impact the retention and recruitment of female faculty in STEM and SBES.
3) Our three Mentoring Circles have brought together about 20 STEM and SBES faculty to discuss topics of mutual interests every two weeks. The mentoring circles have built and are likely to continue build professional collaboration and social network among the participants, a vital ingredient for success at a rural and geographically isolated institution such as Murray State University.
4) We have brought on campus two prominent advocates and experts of diversity in the sciences: Dr. Joan Herber and Dr. Lydia Villa-Komaroff. They have held small group workshops and public lectures, and met with the university leadership. They have helped educate the university community on gender diversity in the sciences and implicit bias, which has increased the awareness and helped to build consensus on advancing women in the sciences.
5) Our team traveled to the University of West Florida (UWF) to meet with their ADVANCE team and learn from their experience. The site visit will likely impact our effort to set priorities and our strategies to institutionalize our project. Money to support research, child care and paid parental leave were high priorities for UWF. We also learned that the Faculty Development Center would be a likely venue to continue mentoring and professional development activities for female faculty. We have invited the Directo

improvement of campus climate expected as the result of this project will help to advance all women on campus.

Our ADVANCE seminars are open to all faculty, staff, students and community members. They have increased the visibility of
our project, enhanced the awareness of issues pertain to women's underrepresentation in the Sciences and diversity in general.

What is the impact on the development of human resources?

As the result of discussion between ADVANCE team, the Internal Advisory Board, and University Advancement, Murray State will set up a website for prospective job seekers and for retention of current faculty. The ADVANCE seminars, presentations by the team, climate survey, and Mentoring Circles all increase the awareness of the underrepresentation of women in STEM and implicit bias in hiring and performance evaluations. This will likely result in better recruitment and retention of women in STEM.

What is the impact on physical resources that form infrastructure?
Nothing to report.

What is the impact on institutional resources that form infrastructure?
Nothing to report.

What is the impact on information resources that form infrastructure?
Nothing to report.

What is the impact on technology transfer?
Nothing to report.

What is the impact on society beyond science and technology?

We anticipate the results of the climate study having an impact on the entire Murray State community. All full-time faculty, STEM and non-STEM, at all ranks, were invited to participate. More than 60% of the campus participated and we feel that this will provide valuable information about the recruitment and retention of all faculty.

Changes/Problems

Changes in approach and reason for change
Nothing to report.

Actual or Anticipated problems or delays and actions or plans to resolve them
Nothing to report.

Changes that have a significant impact on expenditures

We used $1000 of the funds planned for the mentoring circle facilitators to hire Dr. Christine Grant (NCSU) to train the facilitators in guiding peer-mentoring discussions.

Significant changes in use or care of human subjects
Nothing to report.

Significant changes in use or care of vertebrate animals

Nothing to report.

Significant changes in use or care of biohazards
Nothing to report.

Special Requirements

Responses to any special reporting requirements specified in the award terms and conditions, as well as any award specific reporting requirements.
Nothing to report.