TIMELINE OF ADVANCE EFFORTS (NSF FUNDED AND OTHER) TO DIVERSIFY THE FACULTY AND DEVELOP AN INCLUSIVE CULTURE

2008 - 2012
PAID ADVANCE Grant
• People Admin
• Standardized ads, websites
• STRIDE workshops
• Mentoring plans
• Cluster hires
• Travel dependent care allowances

2012 - 2014
Implicit Bias Training
Addition of Family-Friendly Policies
• Diversity literacy workshops
• Maternity leave
• Tenure extension
• Dual-career hire fund pool
• Lactation rooms

2014 - 2017
ADVANCE Preparation
• 7 Kaizers on career paths
• 5 data task forces
• 3 campus report-outs
• Mini retention study
• Advanced Matrix Process for University Programs (AMP-UP) set-up and training

2015 - PRESENT
Piloted Early Career Management Committees
• New Faculty
• Department Chair
• Internal Advocate
• External Advocate
• Meet once per month for one year

Mini-Retention Study (2015)

PRIMARY REASONS FOR LEAVING
• Expectations of vision in the workplace: Seven of the eight participants felt that Michigan Tech was a hostile environment for women, reporting that they experienced severe regular harassment.
• Disabilities/Health: Six of the eight participants experienced dual career support challenges during their time at Michigan Tech, and those who knew about the existence of a dual career coordinator did not feel that they supported in meaningful ways. Also, a total of five participants found it difficult to secure childcare coverage with two working parents and wished child care benefits were more easily accessible.
• Work-life balance: Eight of the nine participants stated that their work demands prevented them from spending necessary time in their research. They needed to progress. Many found it difficult to plan research proposals or collaborate at Michigan Tech and this limited their research scope, quality, and capacity.
• Not feeling a sense of belonging: Two participants felt like they didn’t belong or felt isolated at Michigan Tech.

SECONDARY REASONS FOR LEAVING
• Lack of visibility: Three participants expressed frustration about a lack of opportunities for growth in leadership and internal mobility.
• Lack of mentorship: Two participants commented on their own experiences and how that shaped their experiences at Michigan Tech.

Focus on Retention

Female Faculty, Non-Terminal Year, Attrition by Duration and Academic Year of Exit
Retirements excluded (labels show totals per category)

Male Faculty, Non-Terminal Year, Attrition by Duration and Academic Year of Exit
Retirements excluded (labels show totals per category)

At present growth rates, our faculty population will be 50% women in 108 years.

Portrait 2045 with 40% women and >14% minority faculty is doable if we increase by over 3 women and 2 underrepresented minority faculty per year.

Adaptation Planned Activities (2018 - 2021)
Research & Scholarship: ECM to LIFT Adaptation (2019)
Partner Engagement: Institutionalize dual career hire and community engagement pilots (2018)
AMP-UP: Inclusive and broad engagement in continuous improvement. Over 70 individuals (56% women) are AMP-UP volunteers split evenly between faculty (38%), staff (35%), and administrators (27%).

Portrait 2045
sets a goal to attain 40% women by 2045

Number of Students

Total = 421.2k + 5241
Male = 17.8k + 4429
Female = 24.3k + 8252
Minority = 8.7k + 25
Minority Growth = 24 Bi

Number of Faculty

Total = 1,716 + 256
Male = 1,16k + 213
Female = 2,6k + 43
Minority Growth = 16 Bi

Join us! Contact Anita Quinn, aquinn@mtu.edu
Engage your colleagues in conversations about these issues.
Learn more online at mtu.edu/advance