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

Michigan Technological University 1885

2008 – 2012 PAID ADVANCE Grant
- PeopleAdmin
- 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
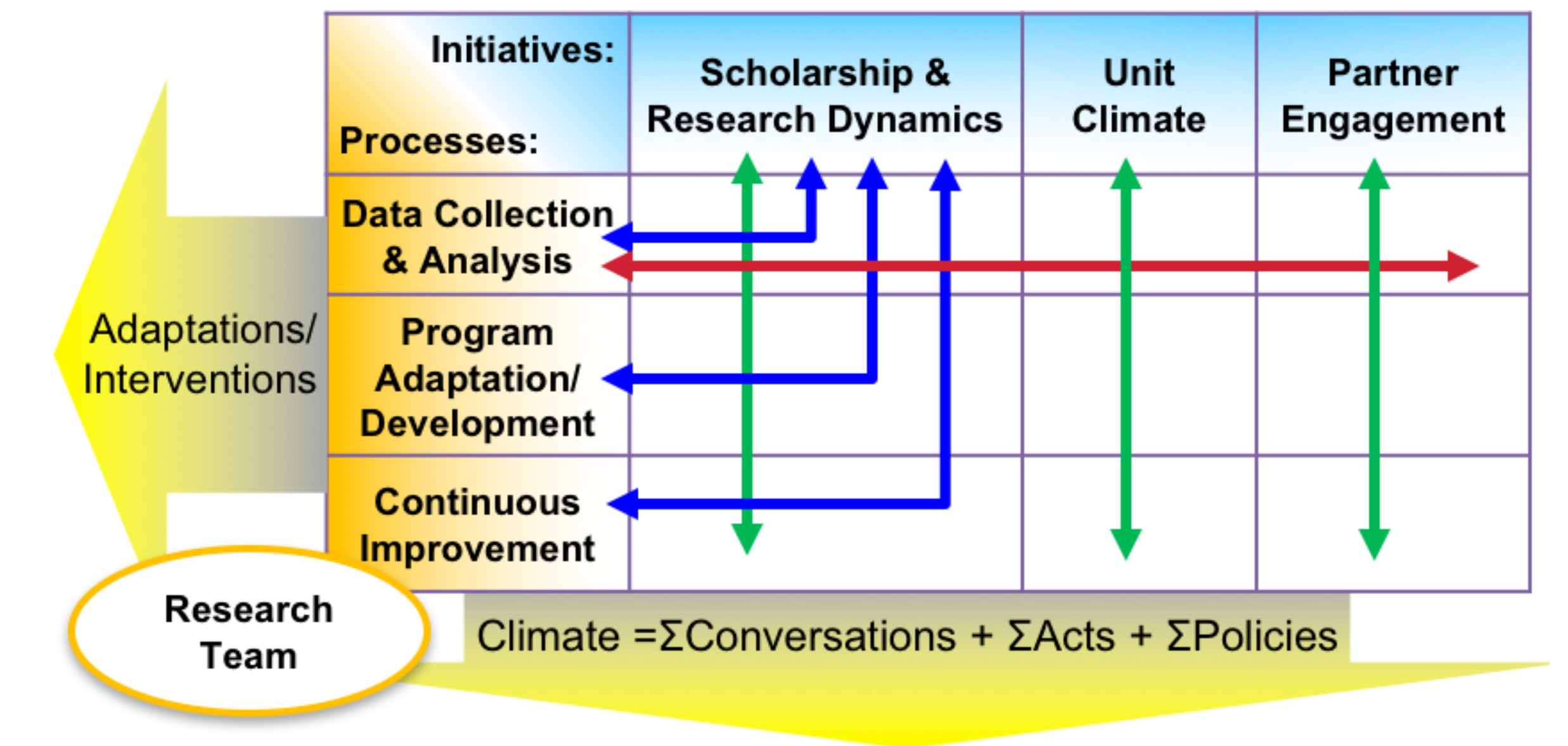- Lactation rooms

2014 – 2017 ADVANCE Preparation
- 7 Kaizens 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
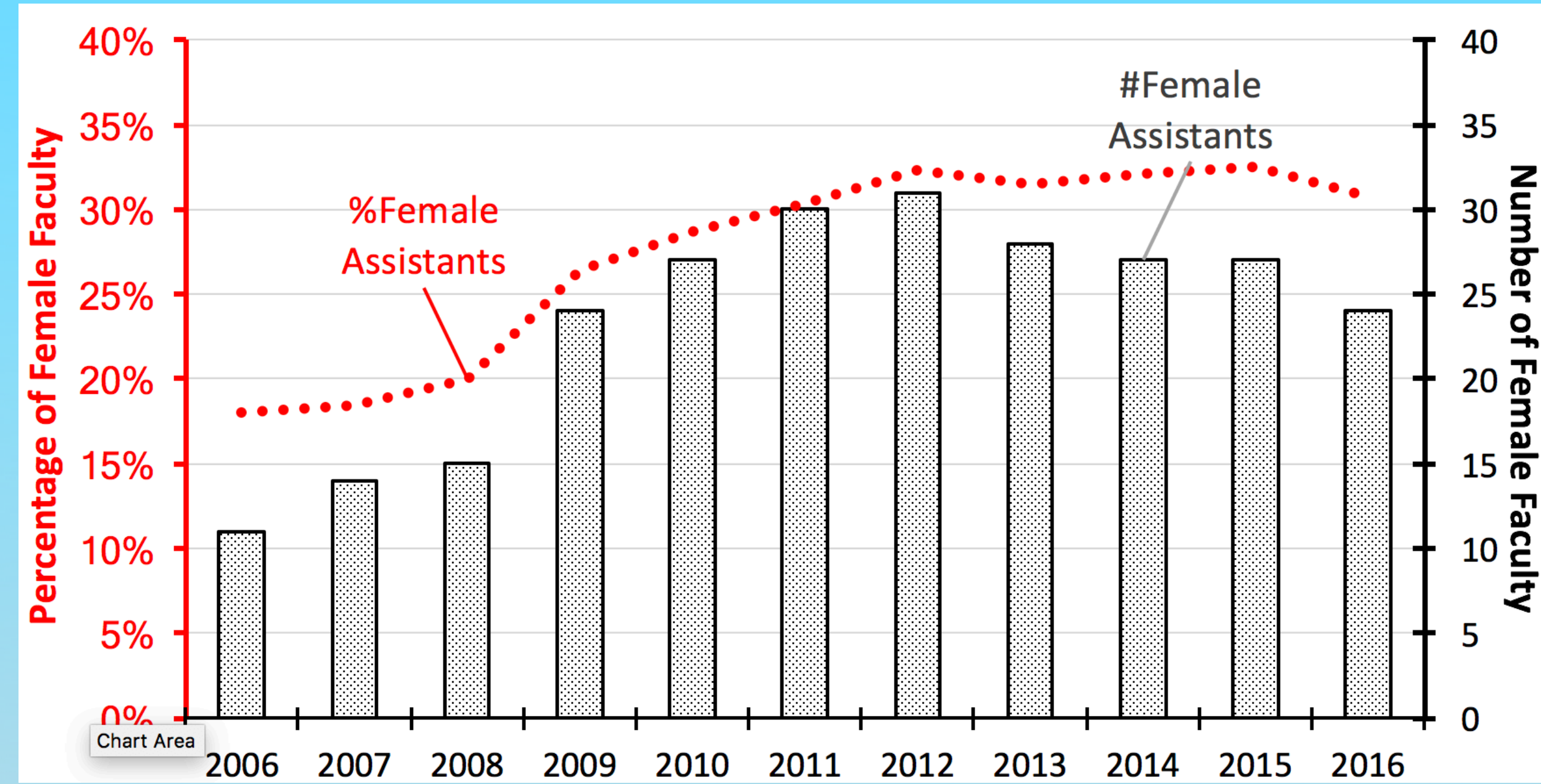
2015 - PRESENT Piloted Early Career Management Committees
- New Faculty
- Department Chair
- Internal Advocate
- External Advocate
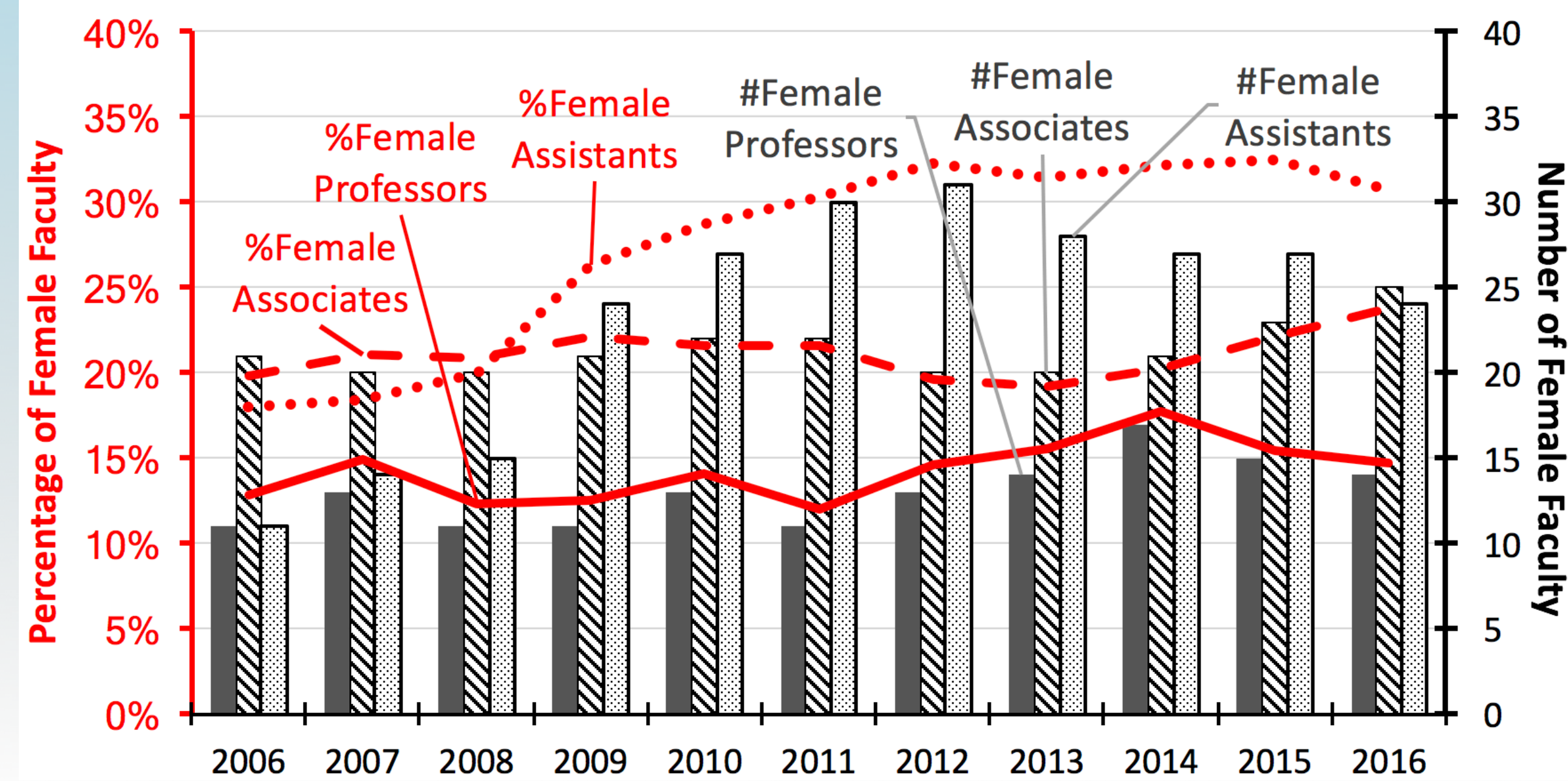- Meet once per month for one year

AMP-UP Pilot 2016-present

Processes:	Initiatives:	Scholarship & Research Dynamics	Unit Climate	Partner Engagement
Data Collection & Analysis				
Program Adaptation/ Development				
Continuous Improvement				

Adaptations/ Interventions

Research Team

Climate = ΣConversations + ΣActs + ΣPolicies

Timeline: 2008 → 2012 · 2013 · 2014 · 2015 · 2016 · 2017 · 2018 → 2021 on...


Mini-Retention Study (2015)

PRIMARY REASONS FOR LEAVING

- **Experiences of sexism in the workplace.** Seven of the eight participants felt that Michigan Tech was a hostile environment for women, reporting that they experienced sexism regularly.
- **Dual career challenges.** 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 their support led to meaningful employment. Also, a total of five participants found it difficult to secure childcare coverage with two working parents and wished childcare benefits were more easily accessible.
- **Lack of research support.** Five participants felt like they did not get the support or resources for their research they needed to progress. Many found it difficult to find research partners or collaborators at Michigan Tech and this limited their research scope, quality, and capacity.
- **Not feeling a sense of belonging.** Five participants felt like they didn't belong or felt isolated at Michigan Tech.
- **Assistant professor tenure-track pressures.** Four of the six assistant professors left Michigan Tech in large part due to the pressures associated with the tenure-track process, feeling that the work life balance was not honored or valued.
- **Lack of internal mobility.** Three participants expressed frustration about a lack of opportunity for growth in leadership and internal mobility.

SECONDARY REASONS FOR LEAVING

- **Lack of clarity in the interview process.** Five participants felt that the information given to them during their interview process did not accurately reflect their jobs at Michigan Tech or their experience in Houghton.
- **Dissatisfaction with Houghton.** The remote nature of Houghton was challenging for five of the participants, as travel, shopping, and access to diverse food and cultural events were not easily accessible, but this was not seen as a primary reason for leaving.
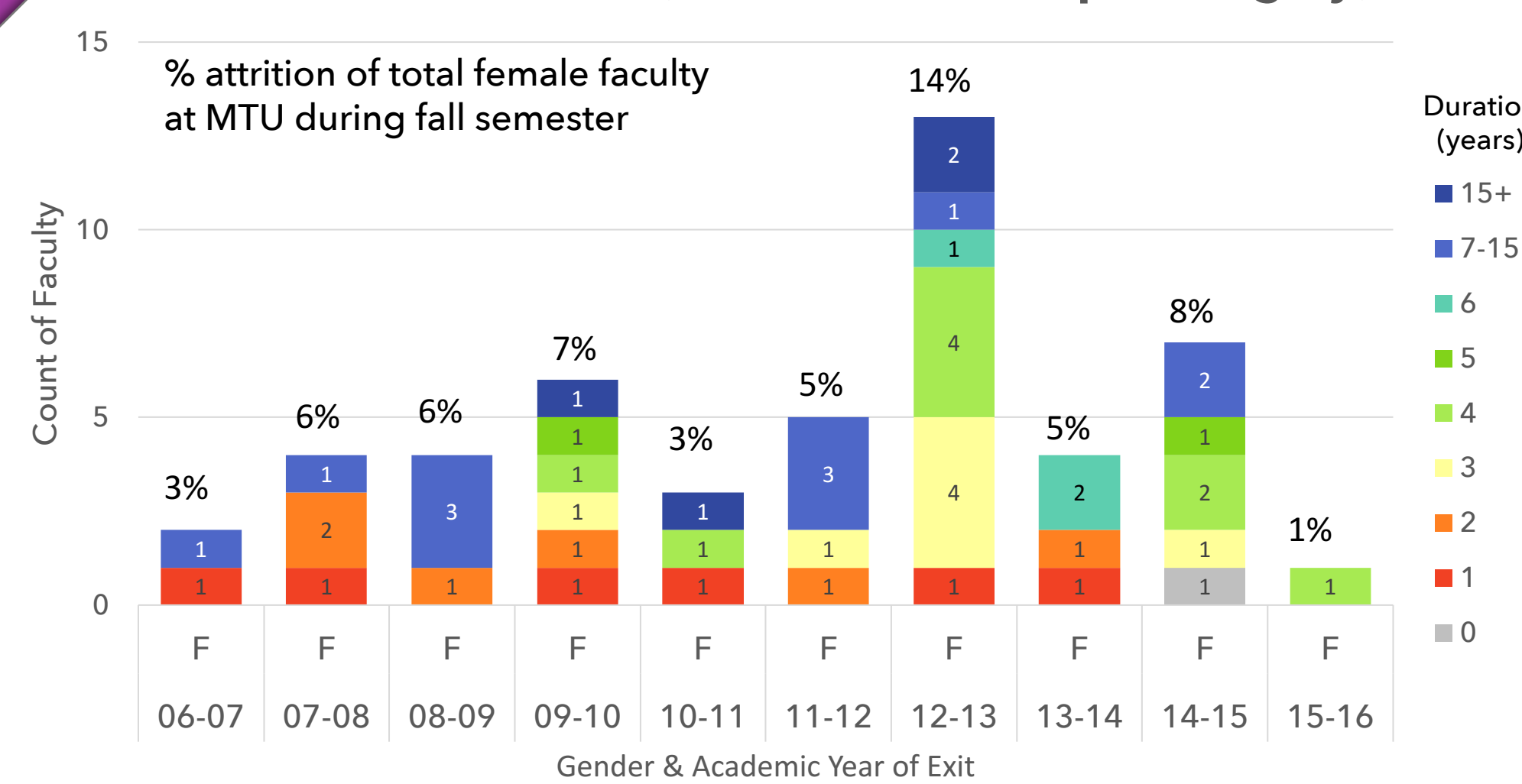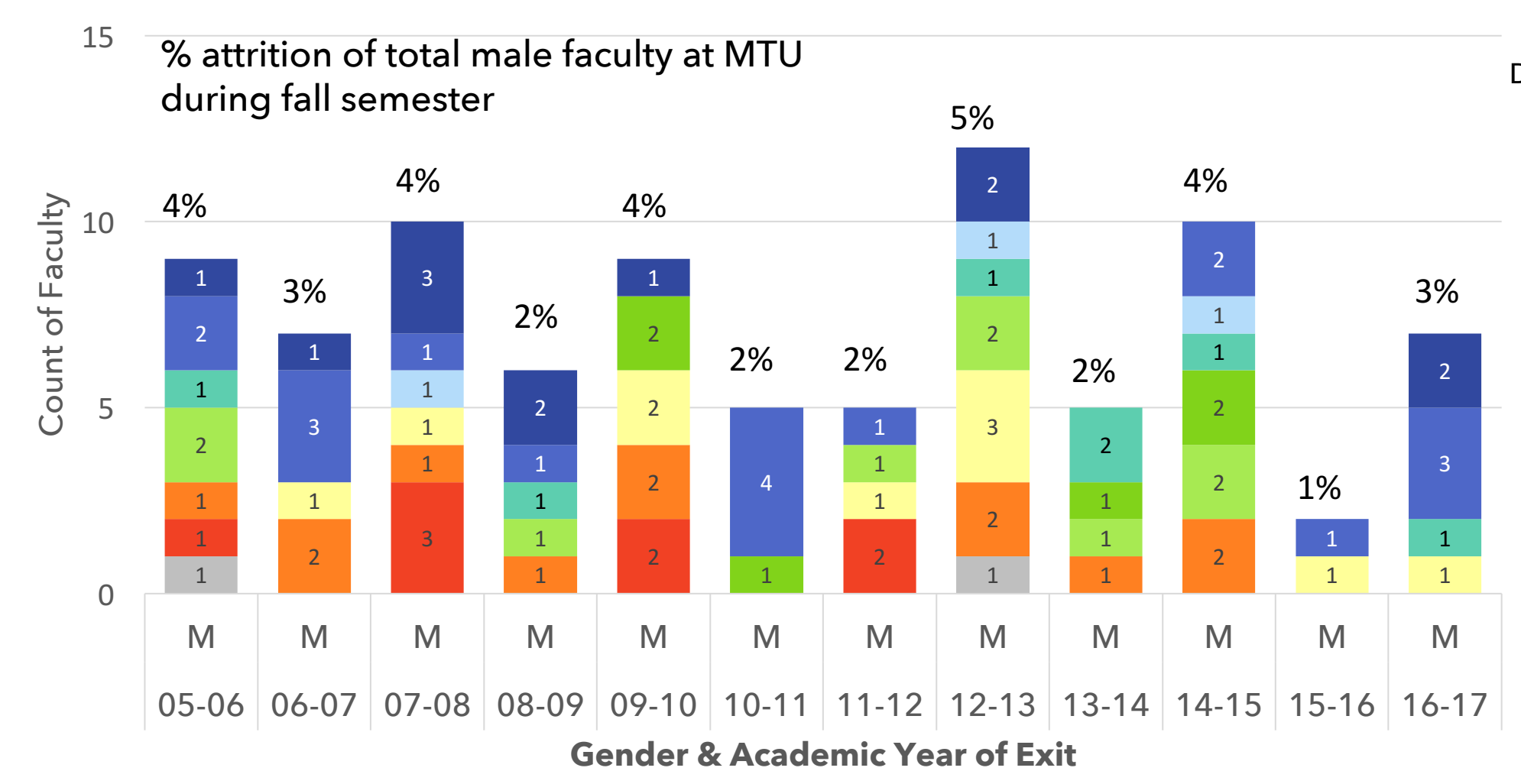
Adaptation Planned Activities (2018 – 2021)

Research & Scholarship: ECM to LIFT Adaptation (2019)
Climate: Advocates and Allies Adaptation (2018), Department Enhancement Program 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%).*

Focus on Retention

PAID Grant resulted in increasing Female Assistant Professors, but they weren't retained at the Associate or Full Professor level.
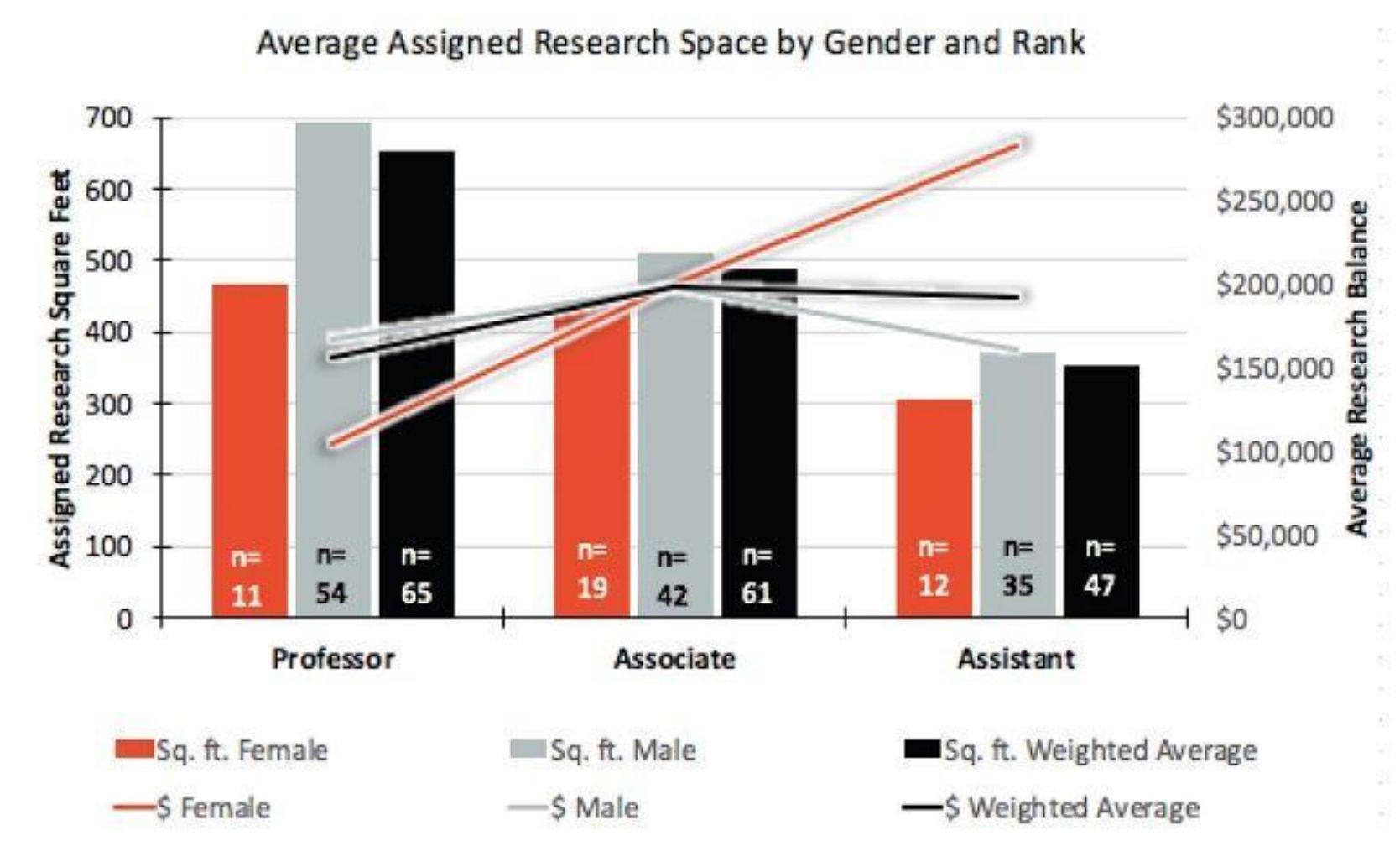
Examined Support

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)
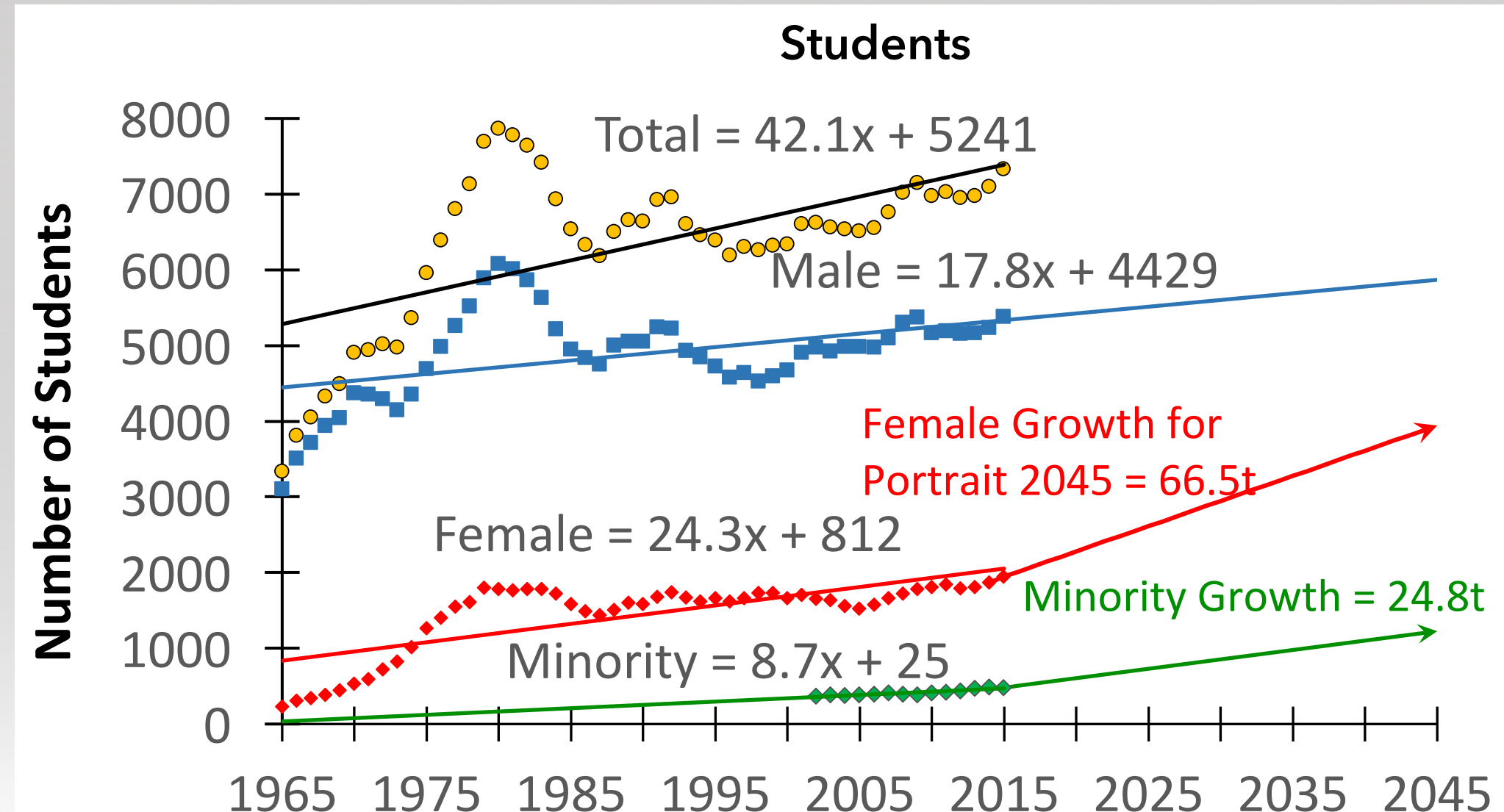
Tenured/Tenure-Track STEM Faculty* — Female Average Salary as % of Male Average Salary

*Does not include Social Sciences or Cognitive and Learning Sciences faculty.

Start Up by Gender Normalized by Average

Average Assigned Research Space by Gender and Rank

Portrait 2045

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

Students
Total = 42.1x + 5241
Male = 17.8x + 4429
Female Growth for Portrait 2045 = 66.5t
Female = 24.3x + 812
Minority Growth = 24.8t
Minority = 8.7x + 25

Faculty
Total = 3.76x + 256
Male = 1.16x + 213
Female Growth for Portrait 2045 = 3.2t
Female = 2.6x + 43
Minority Growth = 1.8t

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.

SEE OTHER POSTERS FOR IMPROVEMENTS ALREADY COMPLETE OR ONGOING.

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