2009-2010 Action Plan:

Implementing institutional changes in policy and practice to support retaining and advancing Female Faculty at OSU.

Illuminating and addressing ways in which gender organizes university culture, practices, and structures.

Adapting the Mizzou ADVANCE mentoring program model to contribute to the advancement of Female Faculty in STEM Fields.

Developing and preparing tenure-track faculty for senior faculty positions within the next five years to minimize the gender gap between full professors at OSU.

Implementation of the OSU ADVANCE Program will equip successful women with equal opportunities for career advancement in their field.

- Overall, women comprise 19% of tenured and tenure track STEM Faculty. Of this 19%, less than 5% of these women are Full Professors at OSU.

- In 2009, OSU currently employs 361 Male Faculty and 67 Female Faculty in STEM Fields compared to the 743 Total Male Faculty and 306 Total Female Faculty.

- Female Faculty positions decrease as leadership responsibilities increase, while the opposite effect can be seen for the Male Faculty positions as illustrated on the chart. This demonstrates the need for recruitment and retention planning to encourage Female STEM Faculty to maintain their positions at OSU, to minimize turnover, and encourage advancement opportunities.

Implementation:

- The Mentoring Program matches tenure-track and tenured STEM faculty with other faculty and administrators for career guidance and professional development.

- Open to both men and women, it helps to foster one-to-one connections, improve social networks, and encourage research collaboration.

- Workshops include brown-bag lunch seminars and professional development workshops on topics such as leadership, negotiation, grant writing, preparing promotion dossiers, and work/life balance.

- OSU ADVANCE website that includes Best Practices, Research, and an electronic newsletter.

- For more information: www.advanceosu.okstate.edu

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This project is funded by an NSF ADVANCE Grant 07-582 to Jean Van Delinder, Marlene Strathe, Robert Miller, James Wicksted, John Veenstra.
Overview of OSU Mentoring Program

✓ Two-tier program: tenure-track and tenured
✓ Matches are outside the department or even college
✓ Mentees and mentors meet approximately once a month for lunch
✓ Mentees and mentors are given professional development stipends

Year 1: 16 mentors and 23 mentees

Costs:
- $16,000 mentor Stipends
- $11,500
- $2,000 meals/workshops
- $30,000 salaries (not paid by the grant)

Total: $59,500