Documenting Baseline Efforts to Recruit Women and Minorities in STEM

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Introduction

• As UC strives to become a top tier research university, women and minority STEM faculty will play a significant role in achieving this elite status
• Our goal is to improve the climate and create a smoother pipeline for the hiring, promotion, and retention, of women and minorities in STEM sciences.

Results

80% of ads included standard affirmative language
“The University of Cincinnati is an affirmative action, equal opportunity employer,”

1% included deterrent language
“must have success in obtaining third party funding”

17% of the ads contained specific language for inclusion
“The University of Cincinnati has a strong and continued commitment to diversity”

12% of the ads were for women and minority studies
“Encourage people who have interests relevant to health of minority populations.”

14% spoke about culture
“UC is responsive to work life concerns and committed to a multicultural work force”

Aim

Analyze UC faculty job advertisements in STEM disciplines to determine whether the specific language used might be useful in attracting applications from women and minorities.

Method

Ad content was coded for:
• Standard Affirmative language
• Inviting language for minority/women
• Women/minority issues study
• Culture inviting for women
• Language deterrent to women

Discussion

These results serve as a basis for future endeavors on advancement and improvement of the culture at the University of Cincinnati and shows that we ought to do more to improve the process to produce a more inclusive environment

<table>
<thead>
<tr>
<th>Gender</th>
<th>A &amp; S</th>
<th>CEAS</th>
<th>CMED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>198</td>
<td>151</td>
<td>219</td>
</tr>
<tr>
<td>% Women</td>
<td>29%</td>
<td>10%</td>
<td>28%</td>
</tr>
<tr>
<td>Assistant % Women</td>
<td>42%</td>
<td>20%</td>
<td>33%</td>
</tr>
<tr>
<td>Associate % Women</td>
<td>27%</td>
<td>12%</td>
<td>34%</td>
</tr>
<tr>
<td>Full % Women</td>
<td>19%</td>
<td>5%</td>
<td>24%</td>
</tr>
<tr>
<td>URM Women *</td>
<td>4</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Asian Female</td>
<td>12</td>
<td>4</td>
<td>8</td>
</tr>
</tbody>
</table>

Table 1: Gender, Ethnicity, Rank Statistics for UC faculty in STEM Units (2010)

*URM= Underrepresented Minority