

ADVANCE: WISE@OU NEWSLETTER

WOMEN IN SCIENCE AND ENGINEERING AT OAKLAND UNIVERSITY
WWW.OAKLAND.EDU/ADVANCE

MAY 2013

Congratulations

Jo Reger, the internal evaluator for WISE@OU, won the 2013 Googasian Award. She was recognized for her distinguished leadership and scholarship on campus as an advocate for women's issues. Reger will be promoted to full professor in August.

Professor **Hoda Abdel-Aty Zohdy** received the URC Research Excellence Award for her work on microelectronics and bio-inspired technologies. She has established an international reputation with her specific work on the bio-inspired electronic-nose for chemical and explosive sensing and detection, which has sustained funding from the department of defense.

Assistant Professor **Lan Jiang** has been awarded a \$324,338 grant from the NIH. Her 3-year project focuses on identifying the cellular processes that are regulated by the protein Expansion, and determining how Expansion regulates Epithelial Growth Factor signaling to control tracheal tube diameter size.

Get Help With Your Grants

Do you need assistance with writing or revising a grant? The OU Office of Research Administration has two professionals who are available to help you find funding or develop and revise your grant submissions. Contact **Linda Darga** or **Pratima Krishna** for assistance. Find more information at <http://www.oakland.edu/research>.

WISE@OU plans to partner with this office to host a workshop on internal grants, such as the URC summer fellowship award. WISE@OU will also partner with CETL to foster new STEM faculty connections and collaborations through informative seminars and informal mentoring opportunities. Look for more information about dates for these events on the WISE website at <http://www.oakland.edu/advance/events>.

WISE@OU's Recent Activities

In March, **Kathy Moore**, **Julie Walters**, and **Leanne DeVreugd** attended the national conference for institutions with ADVANCE grants. The team's presentation focused on the procedures, data collection, and analysis of WISE@OU's climate survey and focus group sessions which have been conducted during the past year. Conference sessions highlighted best practices for recruitment and retention of women and under-represented populations in the STEM areas, which our program hopes to apply at OU.

Members of the leadership team also recently met with the CAS Assembly as well as the chairs and deans of CAS and SECS to discuss our findings and brainstorm solutions that will provide assistance to faculty. See page 2 for the concise status report that anchored those discussions. We appreciate the valuable feedback that both faculty members and administrators have provided us during our research period.

WISE@OU CAMPUS CLIMATE SUMMARY REPORT

Visit our website for WISE@OU's [campus climate summary report](#), which highlights our findings from data that we have collected over the past year. Analysis in the report focuses on our climate survey, focus group sessions, and information from additional sources on campus.

WISE@OU: A Status Report

WISE@OU team members recently met with CAS and SECS department chairs and deans to discuss solutions to STEM-related faculty issues. Below is a brief summary of the current climate status and proposed actions.

Hiring process:

Overall seen as open and fair. Important needs include more diverse pools and short lists. Need to assure that new STEM faculty have what they need for success. **Proposed actions:** mandatory anti-bias training (now in place); work on upgrading and reshaping STEM start-up packages so that all are treated fairly; improve materials provided to candidates.

Tenure process:

Generally seen as good; however, there is a call for more fairness and clarity. There is confusion over tenure clock options, differences in criteria, role of grant funding. **Proposed actions:** continue to partner with Academic HR and AAUP toward better understanding of tenure clock/leave issues; facilitate articulation by provost and deans on grants; compare criteria; encourage cross-unit discussion; make more resources available online.

Promotion to full professor:

There is a serious deficit of STEM women in the full professor ranks. Concerns identified: service work as an excessive burden, reluctance to initiate process, confusion over internal processes, diversity of standards across units. **Proposed actions:** analysis of CAS/SECS processes and criteria; follow-up meetings to discuss possible consistent, parallel processes; emphasis on how service is valued. Look for impact of 76b on movement to full; is a semi-mandatory route beneficial to faculty and promotion?

Career growth:

For STEM faculty this is intertwined with grant/research success. It is difficult to compete when research facilities and infrastructure are less than optimal. Need more support in grant process. **Proposed actions:** development of STEM equipment lists (posted on the CBR [website](#)); one-on-one grant counseling for new faculty (now in place); partner with the research office to communicate more effectively about available resources and to develop new seminar series to connect new faculty with external research mentors; partner with campus groups to provide more professional development training opportunities; nominate deserving faculty for internal and external awards.

Department environment:

Survey responses indicate there is a gender gap in how faculty perceive their roles in department leadership and decision-making within department. Some faculty feel that work load is not distributed equitably, especially service. **Proposed actions:** support for chair training and/or faculty workshops on assertiveness; dialog on service.

Work/life balance:

Across the board, most faculty struggle with balancing their professional and personal lives. Especially for women, having children is a big issue; there are concerns about timing, perceptions, and childcare. **Proposed actions:** continue partnership with Academic HR to communicate fully about all FMLA/leave options; explore barriers/solutions to childcare problems.

Mentoring:

All faculty have expressed a desire for more/better mentoring. **Proposed action:** based on best practices on a national level, develop an effective mentoring system for OU faculty.