

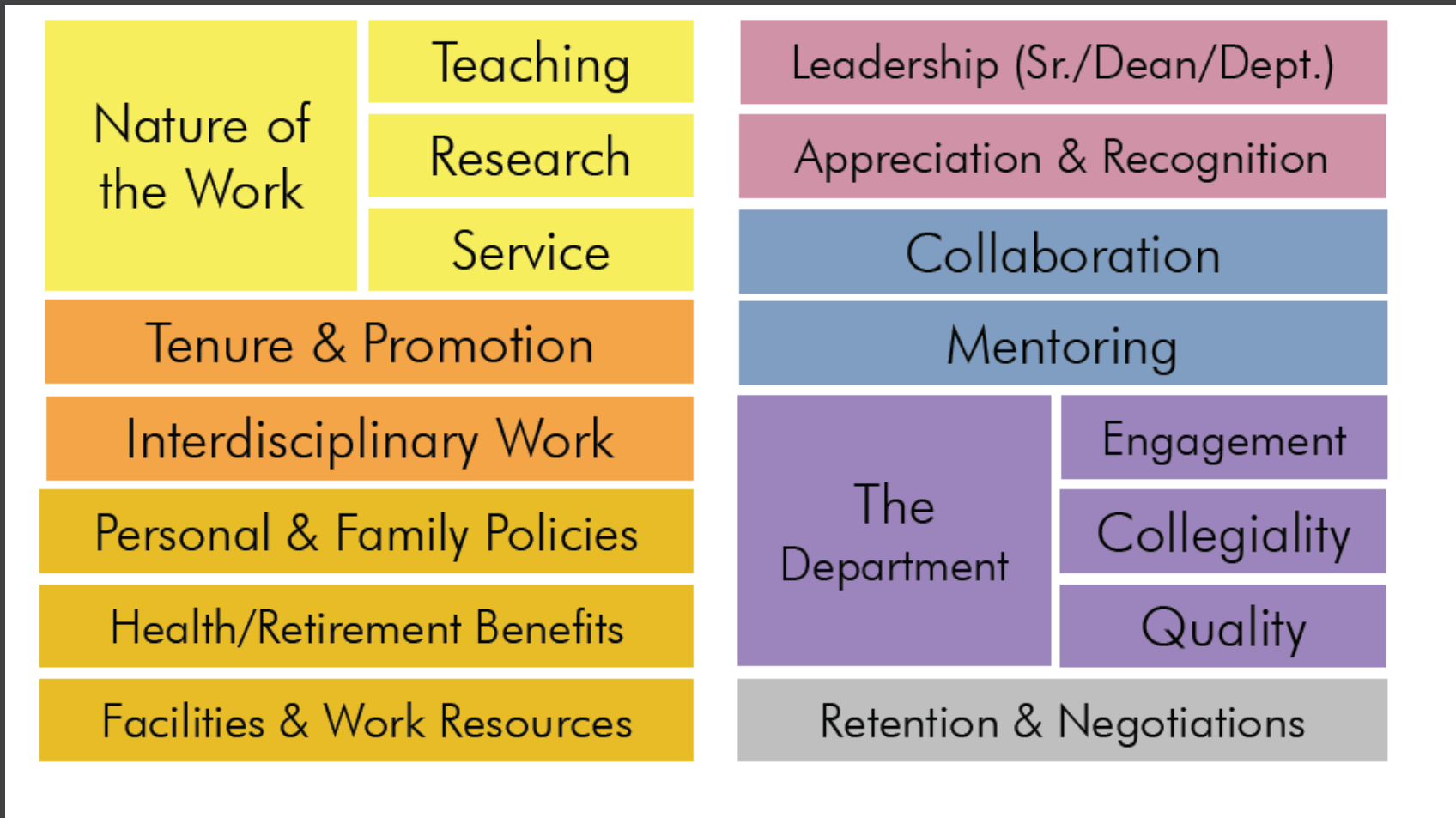


***State of the State for  
Women at WSU***

***Women's Advocacy Summit  
July 10, 2015***

***Amy Wharton  
Kimber Baldwin***

# COACHE SURVEY TOPIC AREAS



# WSU COACHE Data 2008 and 2013

- All full-time tenured and tenure-track faculty
- All campuses and locations
- Response rates: 58% (N=603) in 2008; 42% (N=389) in 2013
- Respondents somewhat more representative by gender and college in 2008 than in 2013

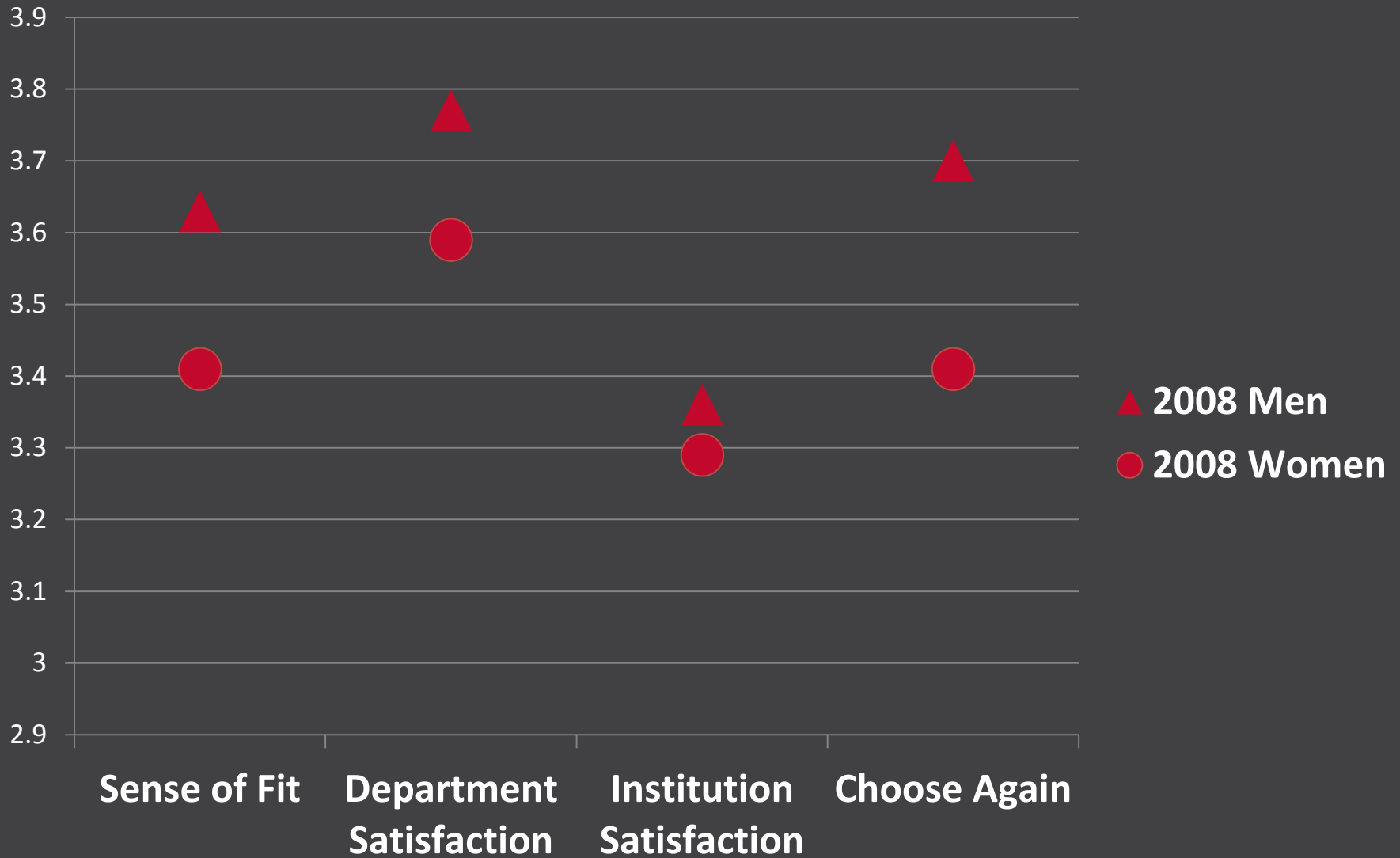
# WSU Faculty Satisfaction, 2008



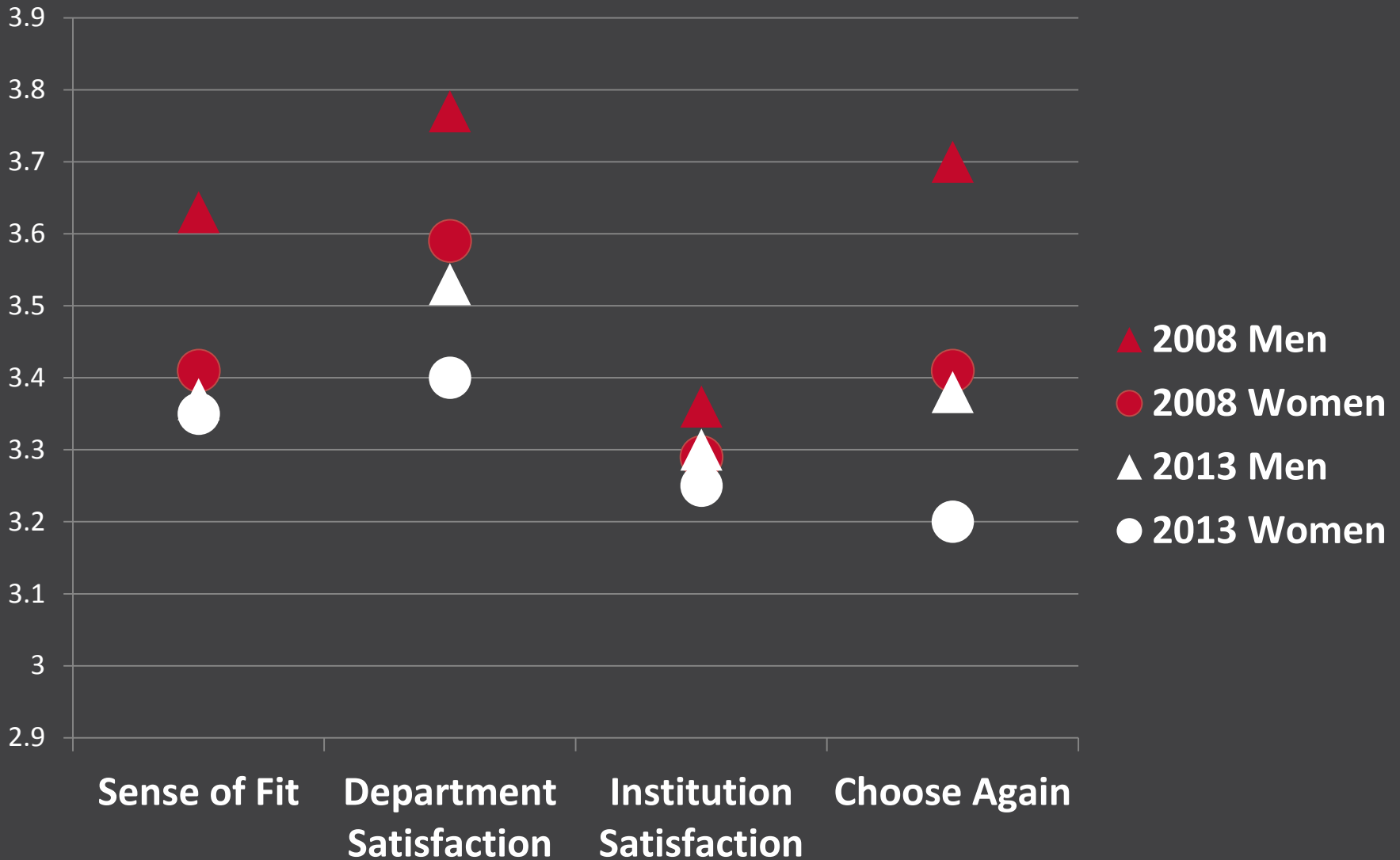
# Changes in WSU Faculty Satisfaction, 2008-2013



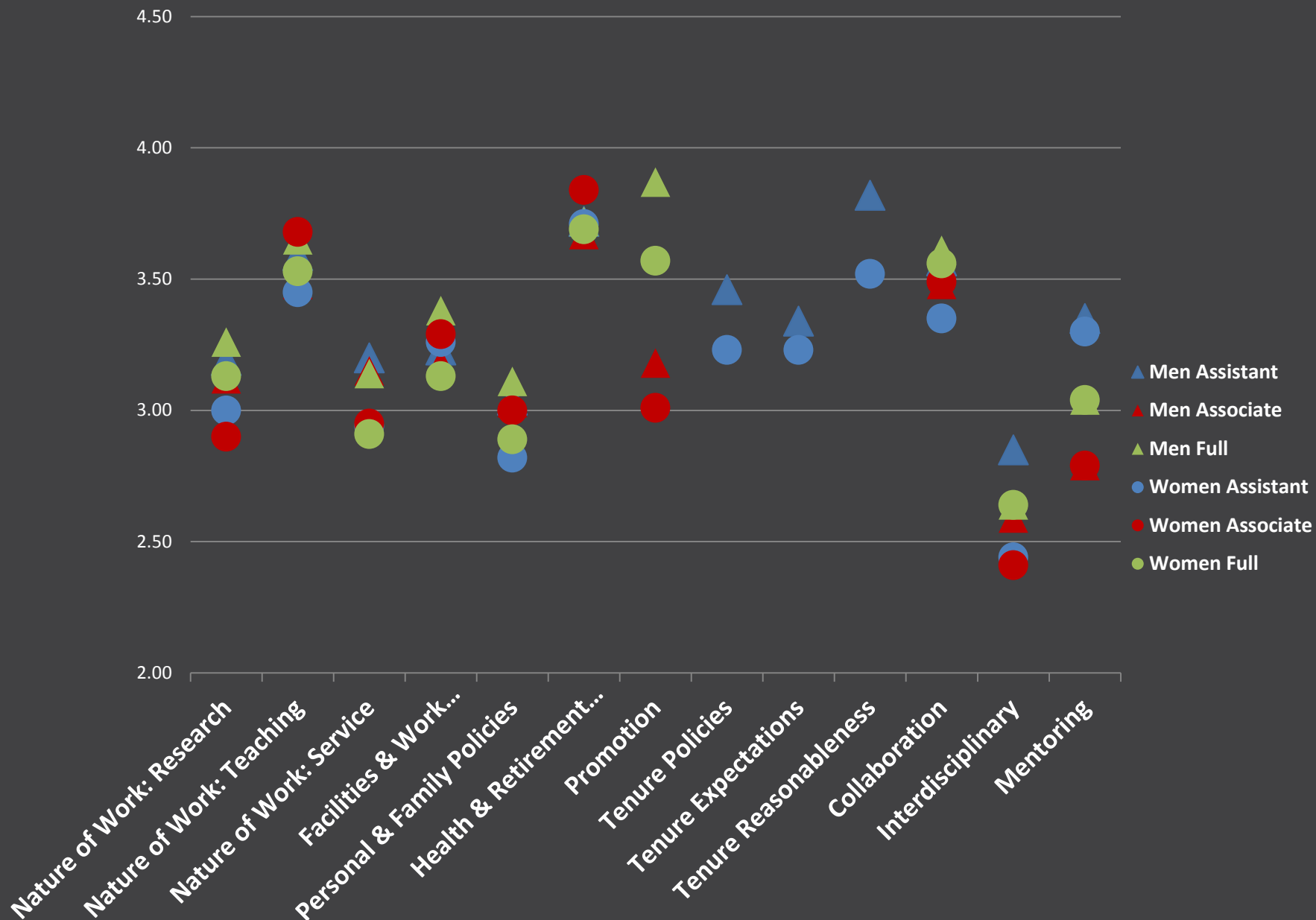
# Faculty Satisfaction by Gender, 2008

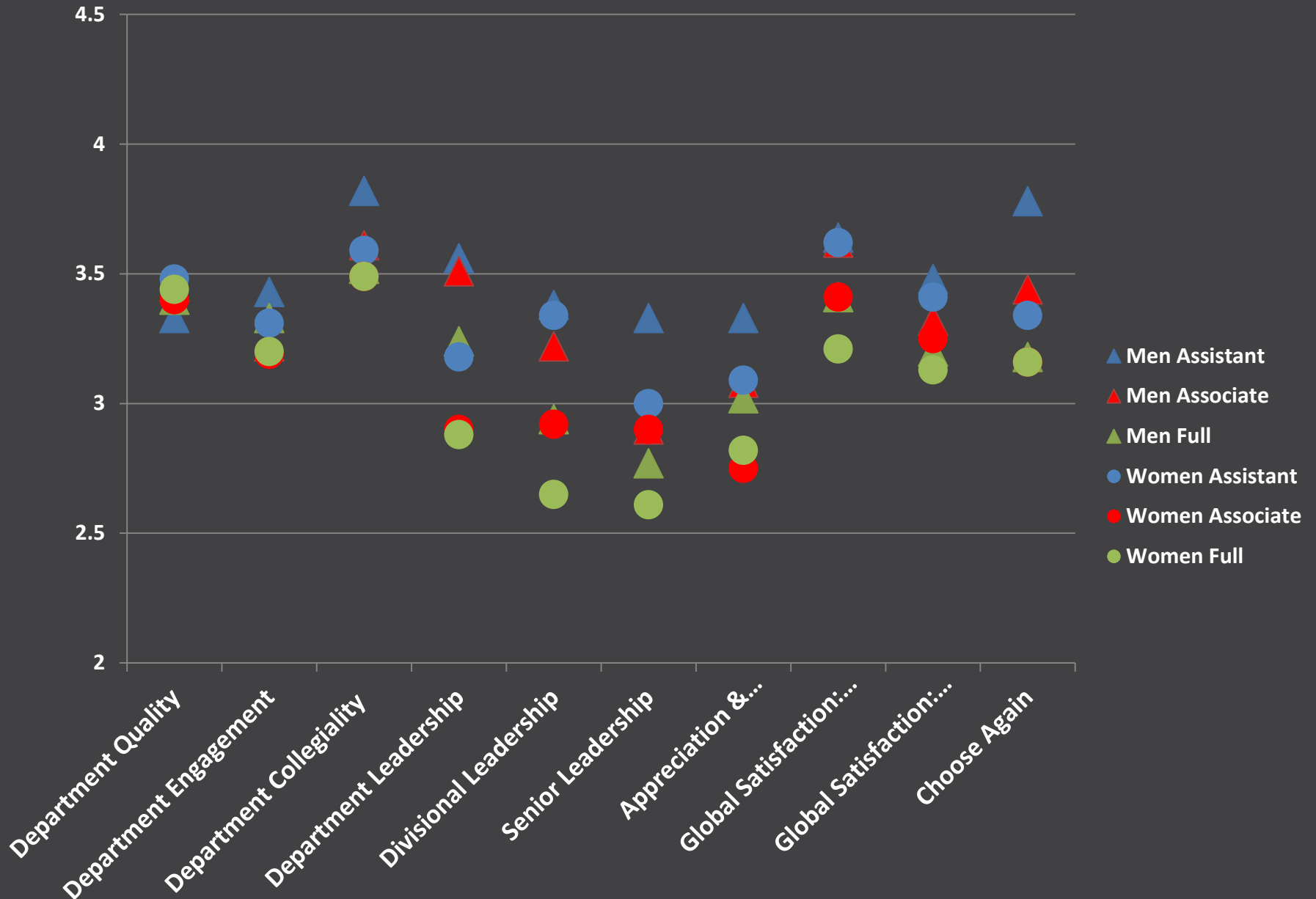


# Faculty Satisfaction by Gender, 2008-2013

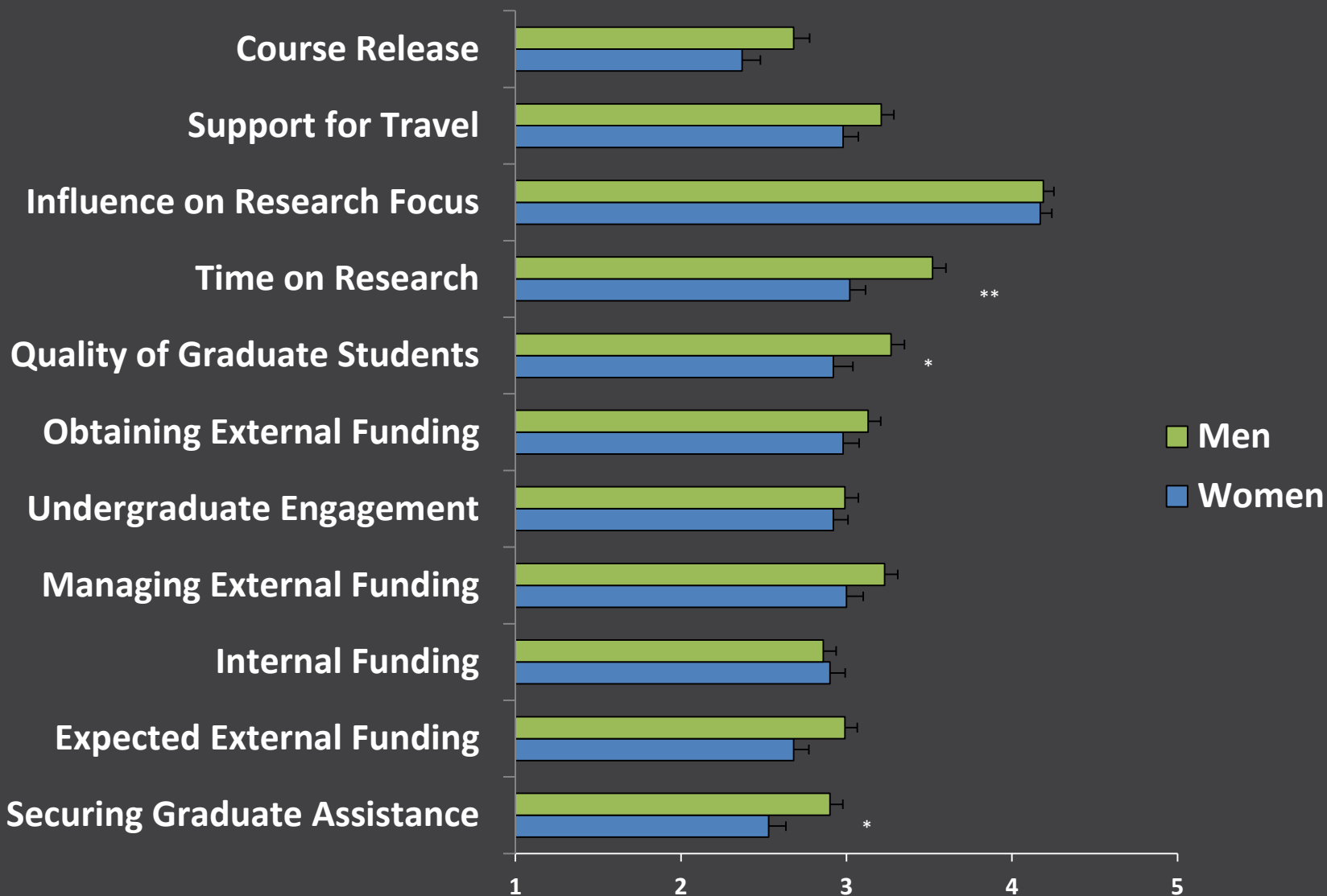


# COACHE 2013 Benchmarks by Gender and Rank

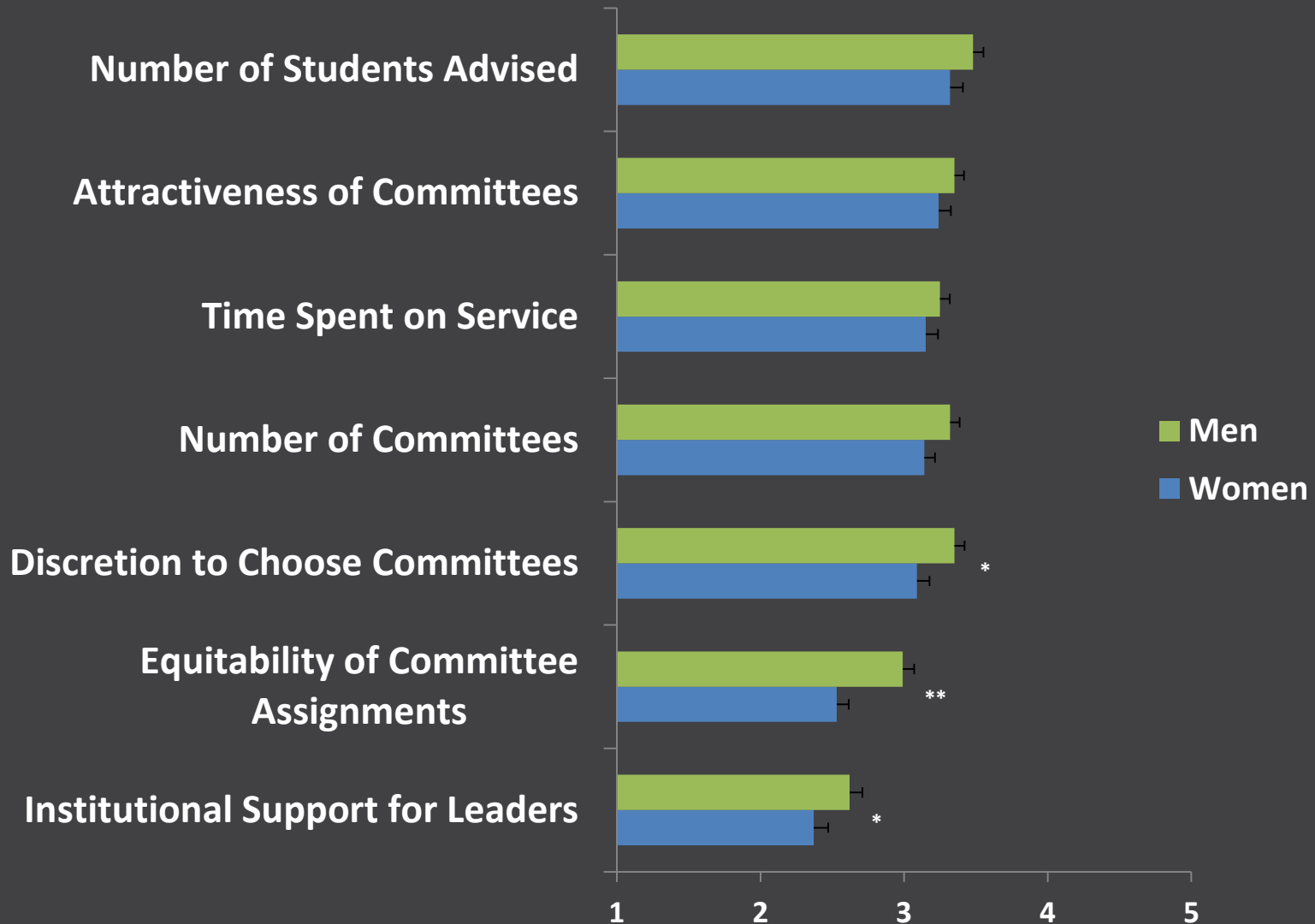




# Research



# Service



# Promotion



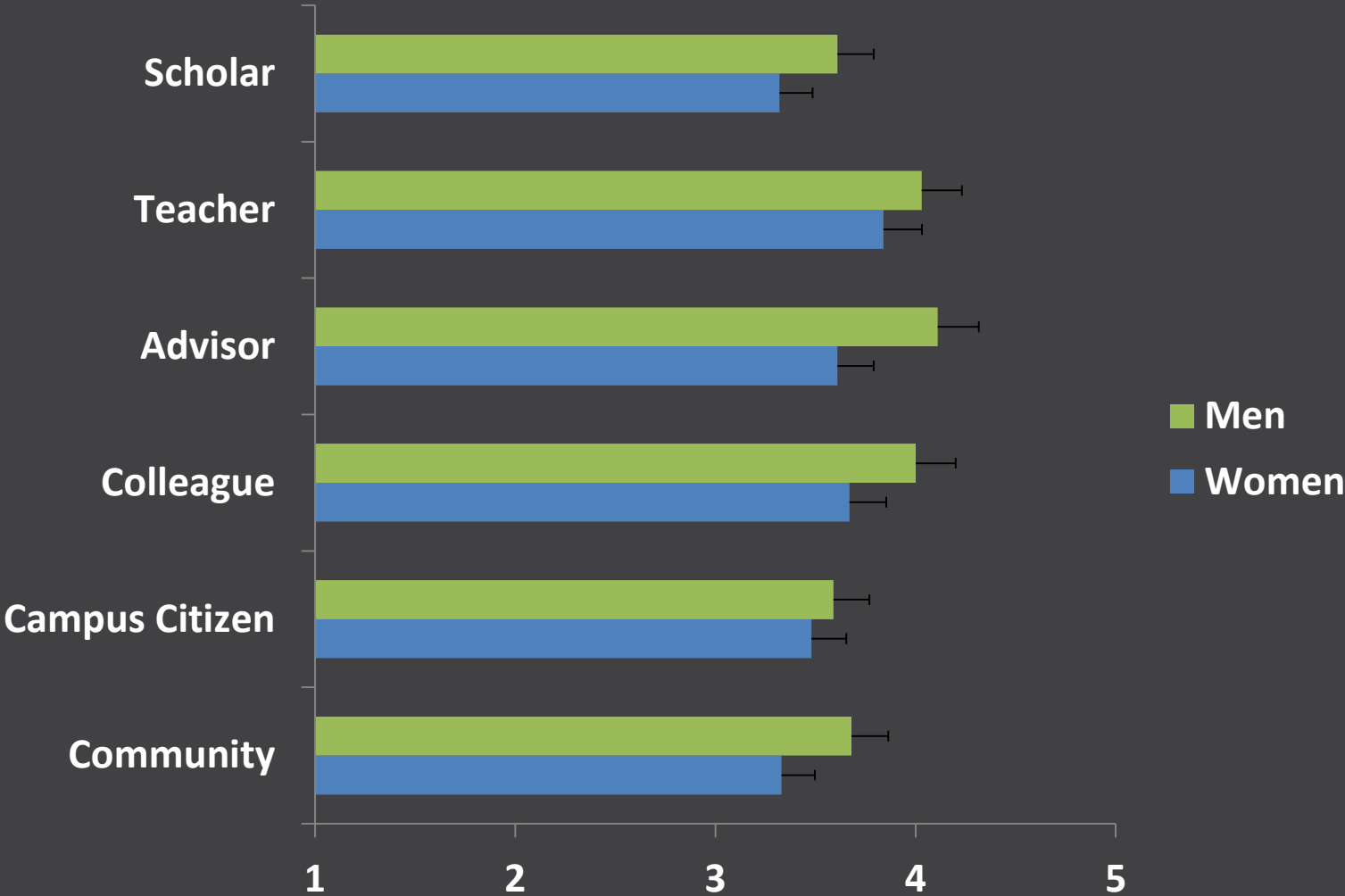
\*  $p \leq .05$

\*\*  $p \leq .01$

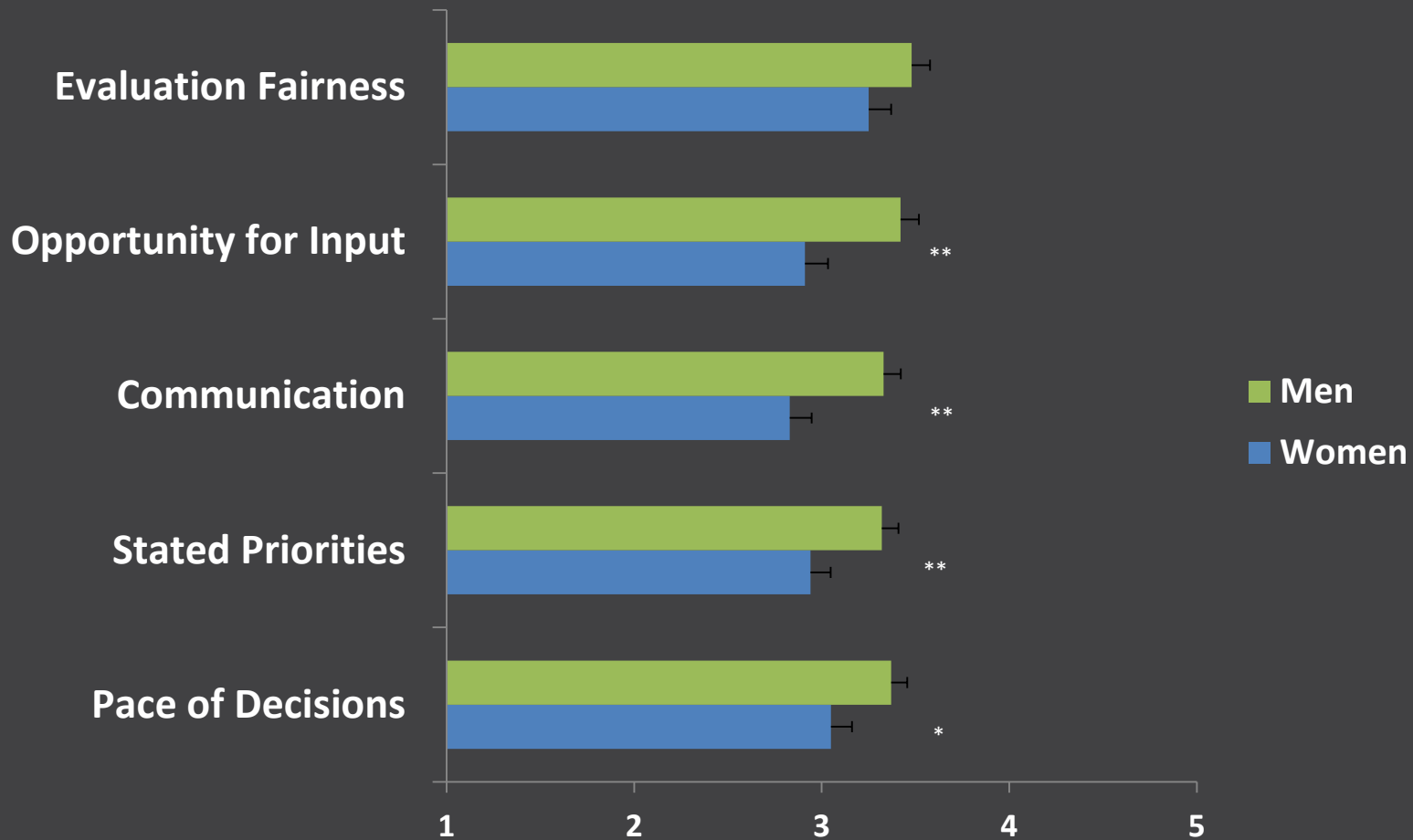
# Tenure Policies



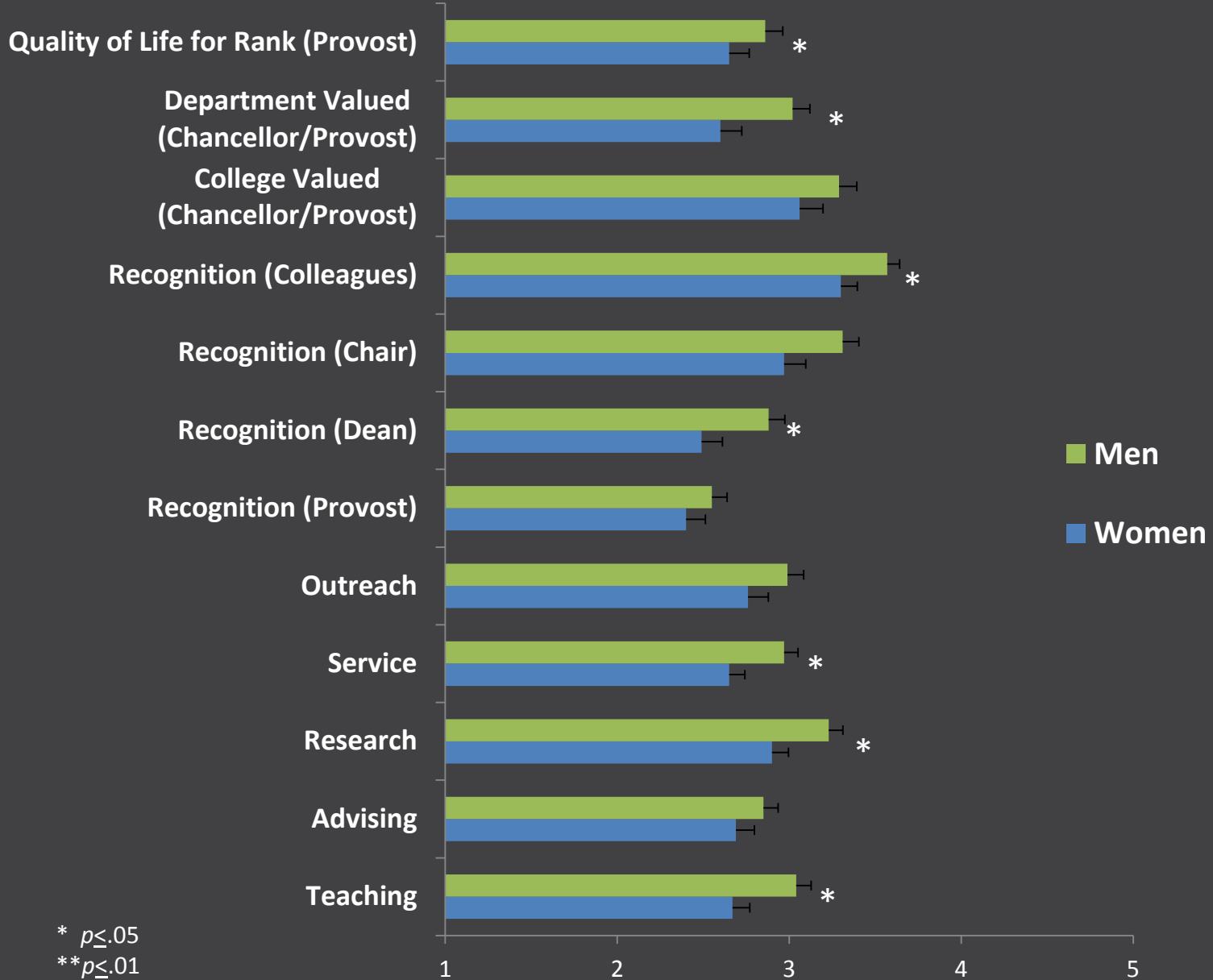
# Tenure Reasonableness



# Departmental Leadership

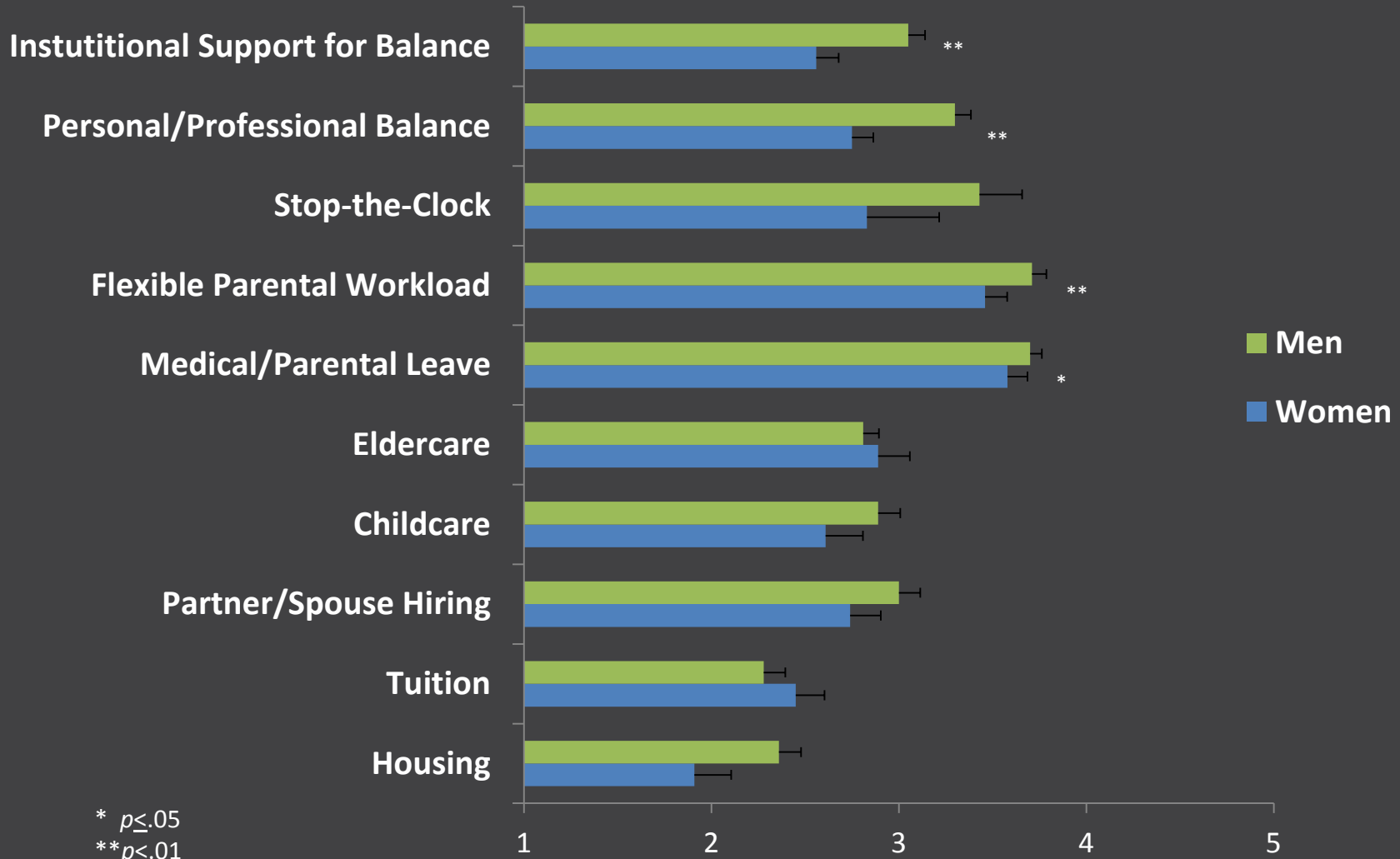


# Appreciation & Recognition

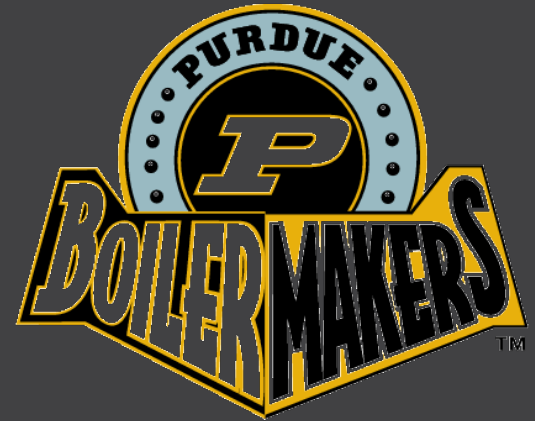


\*  $p \leq .05$   
 \*\*  $p \leq .01$

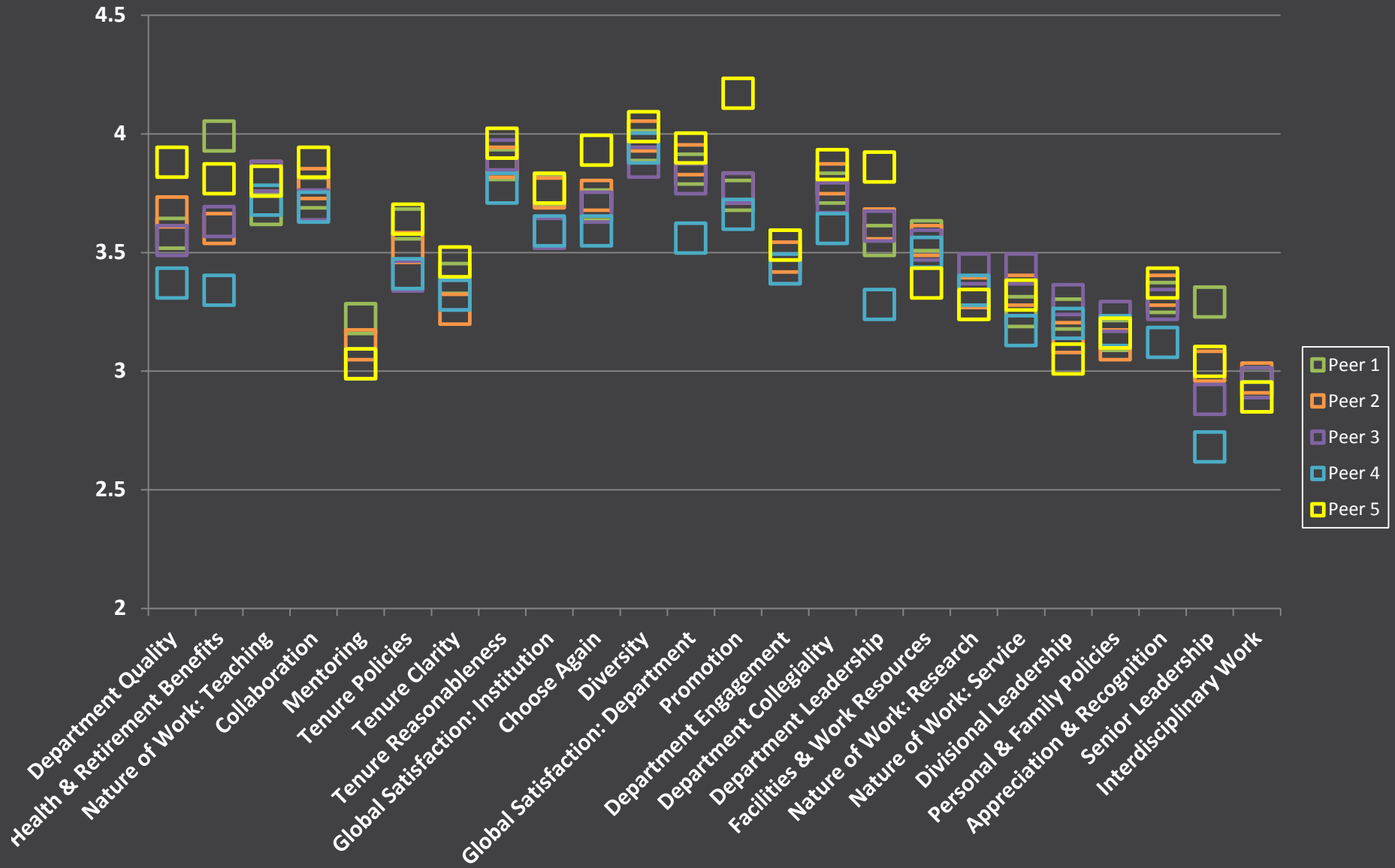
# Personal and Family Support & Policies



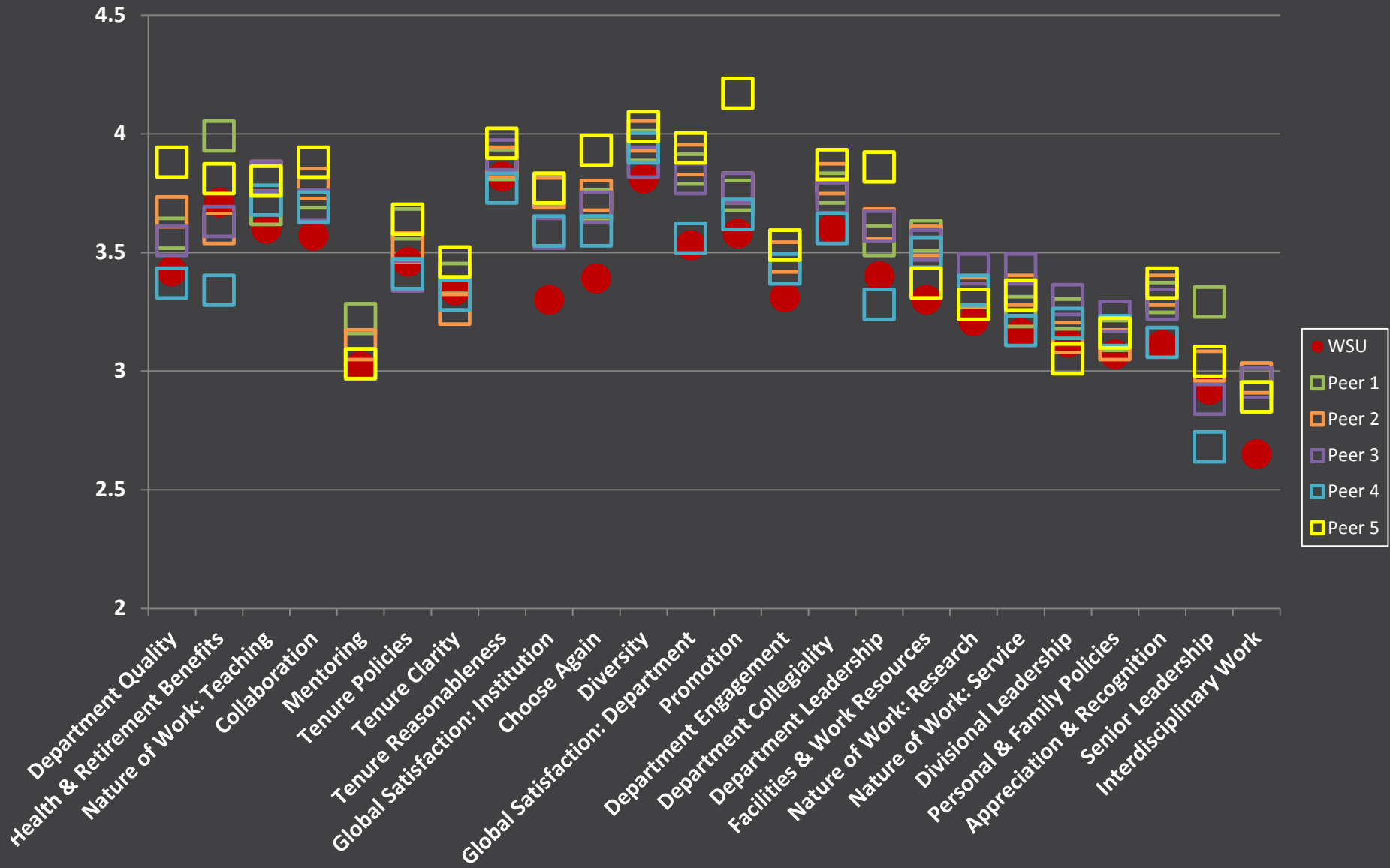
# Peer Comparisons



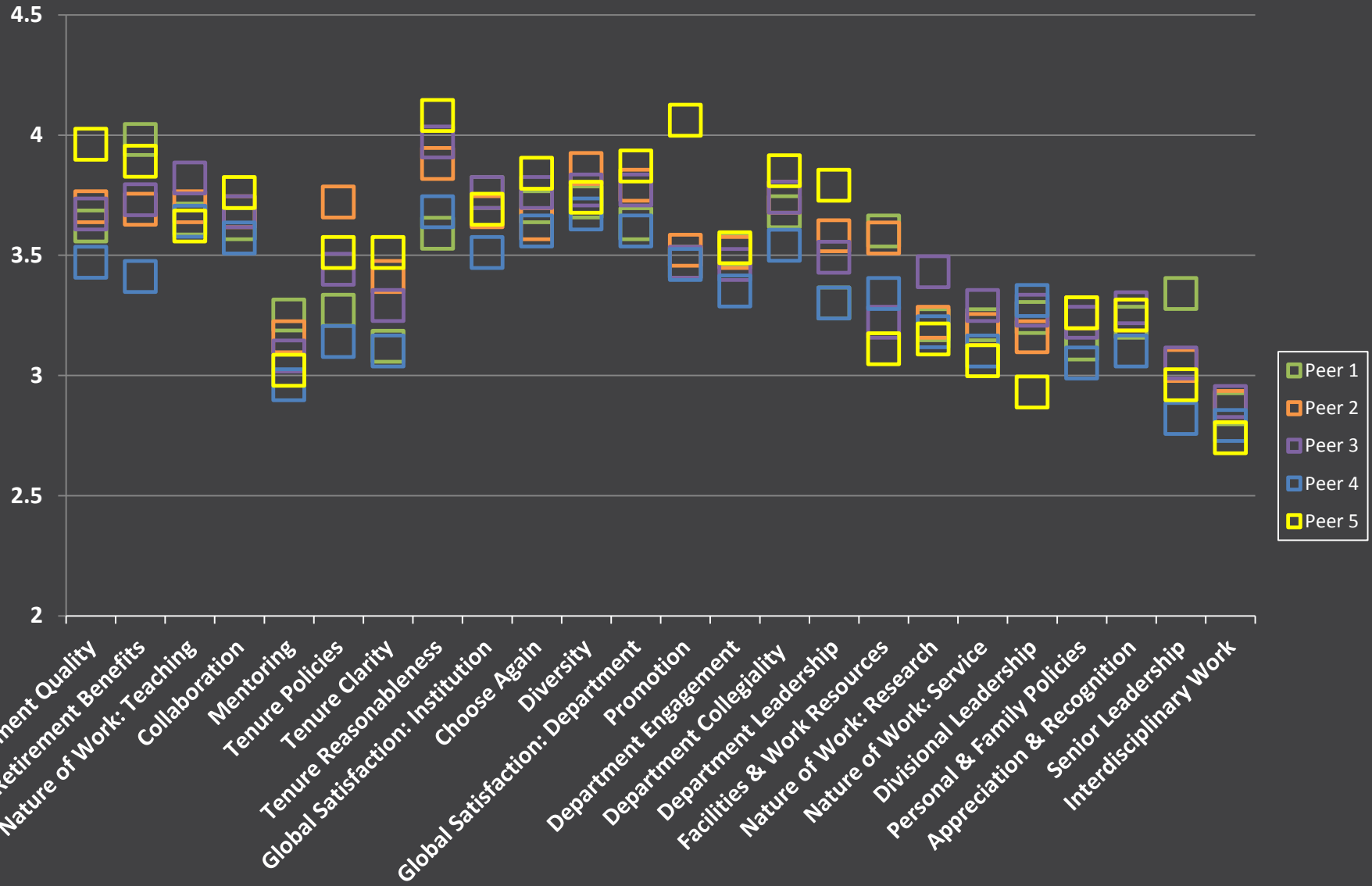
# Male Faculty: Peer Institutions



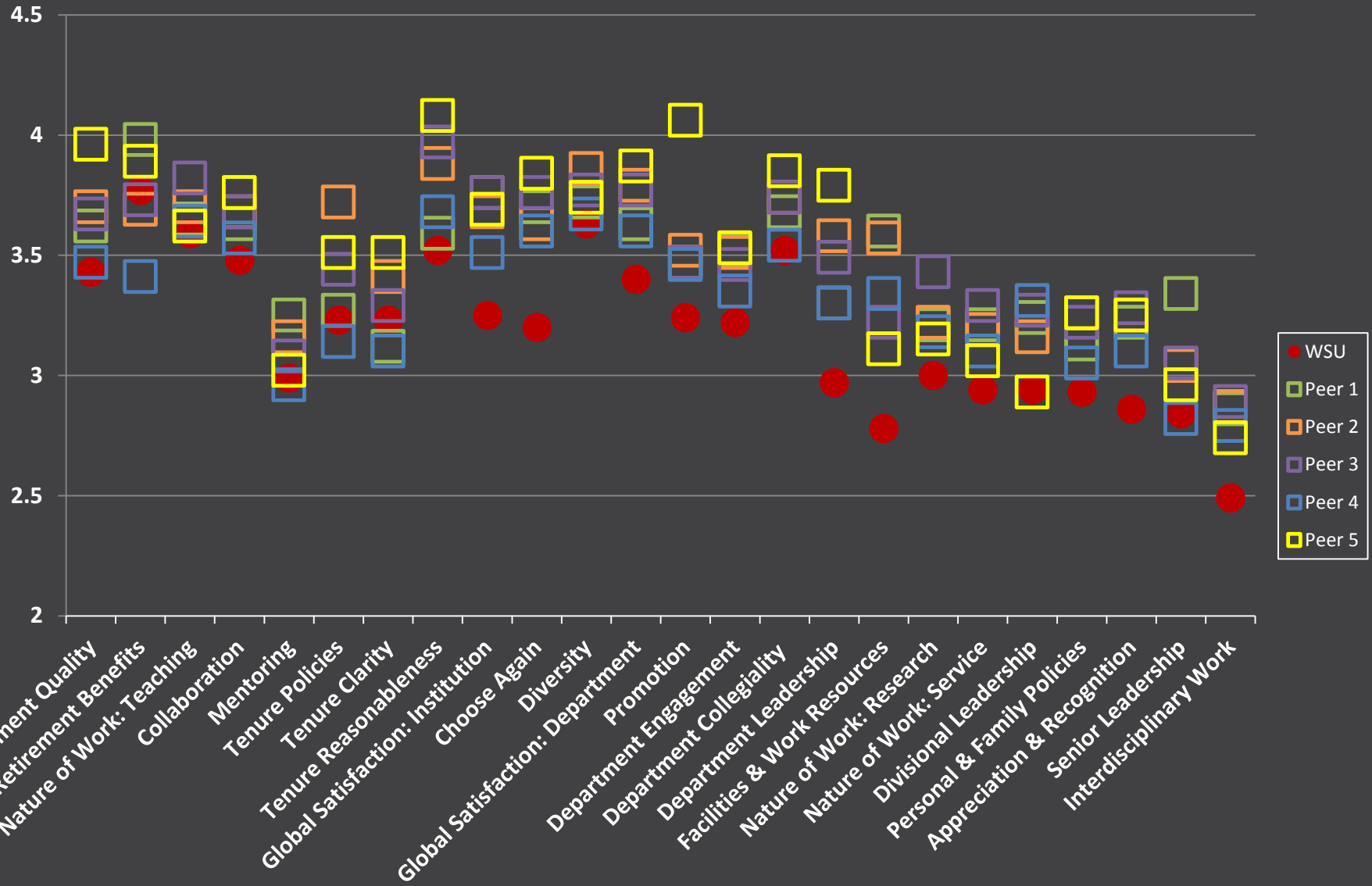
# WSU Male Faculty Compared to Male Peers



# Female Faculty: Peer Institutions



# WSU Women Faculty Compared to Peer Women



# Change?

# University of Michigan Example

## Real Change Takes Time and Long-Term Institutional Commitment

- ✓ **Persistent programmatic efforts to change routine practices (e.g., hiring, evaluation, promotion)**
- ✓ **Policy changes**
- ✓ **Institutional commitment from top leadership**

# Departmental Change

## *Substantial change* departments:

- ✓ **Collective sense of responsibility**
- ✓ **Able to mobilize and maintain energy and commitment to act**
- ✓ **Developed expertise and optimism that fueled success**

## *No change* departments:

- ✓ **Lack of diversity viewed as intractable**
- ✓ **Outside of department's control and responsibility**
- ✓ **Hopelessness and helplessness justified continued inactivity**

# Attributions of Responsibility

**“You, Me, or Her: Leaders’ Perceptions of Responsibility for Increasing Gender Diversity in STEM Departments”**

**McClelland and Holland, *Psychology of Women Quarterly* 2014**

**DATA!**