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Executive Summary for Panel 6: Culture/Climate Change

Recruiting successes in 2004-2005

- Some of our SEM departments have become much more proactive in faculty recruiting
- Recruiting to Expand Applicant Pools (REAP) was created by the College of Engineering as a competitive program to which departments could apply for implementation of novel and active recruitment approaches
- Chemical Engineering and Electrical & Computer Engineering both used REAP funds to travel to meetings and other schools with potential women candidates and were able to hire women
- Two Deans also are offering incentives for departments to hire women/faculty of color
- Eleven women faculty members have been hired in nine SEM departments in the last year. The spouse of a woman faculty member also was hired into a tenure-track position.

Promotion and advancement in 2004-2005:

- Six women tenured in six SEM departments.
- Six women promoted to full professor in four SEM departments. Three of the four departments had no women full professors prior to this year.
- Two women department heads hired in partner departments.
- One female scientist hired as Associate Dean in the College of Arts and Sciences.
- One female engineer promoted to Associate Provost.

Parallel Paths

- Grass roots group mentoring initiative in College of Veterinary Medicine
- Two groups have been formed. Each group is composed of about eleven faculty members, including men and women; junior, mid-career, and senior faculty members from both the basic science and the clinical science departments.
- This initiative has increased interaction and collegiality among faculty participants. The groups have created a career development seminar series, expanded the number of teaching awards and identified sponsors for them, and made plans to collectively implement the Career MAPS initiative.