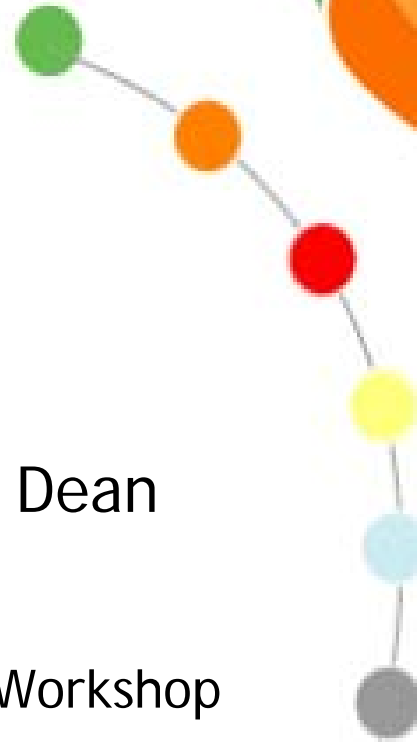


Impact of NSF ADVANCE: University of Texas at El Paso College of Engineering



Ann Q. Gates, Co-PI

Roberto Osegueda, Associate Dean

NSF ADVANCE Engineering Dean's Workshop

Arlington, VA

December 13-14, 2004

Overview Advance Components

- Policy and Recruitment Process
 - Addresses faculty support and retention policies
 - Targets recruitment and advancement efforts
- Faculty Development Process
 - Expands an existing faculty mentoring program for women
 - Introduces a seminar series for planning career success, and fostering synergy between tenured and tenure-track faculty
- Collaborative Leadership Process
 - Assesses departmental climates
 - Shares best practices that encourage diversity and promote leadership.

College of Engineering

Female and Total Faculty (Before ADVANCE)

	2003-2004	
	Total	Female
Electrical Engineering	18	1
Mechanical and Industrial Engineering	15	0
Civil Engineering	12	0
Computer Science	10	3
Metallurgical and Materials Engineering	7	0
Total No. of Faculty members	62	4
Percent of Female Faculty		6.5%

ADVANCE representative interviewed female faculty candidate.

Recruitment: Successes in YR1 of Grant

<u>Name</u>	<u>Department</u>
Johnson, Kyle	Biological Sciences
Lougheed, Vanessa	Biological Sciences
Maldonado, Rosa	Biological Sciences
Sowards, Stacey	Communication
Wan, Hua-Hsin	Communication
Ceberio, Martine	Computer Science
Taufer, Michela	Computer Science
Xie, Faith	Economics
Moussavi, Zahra	Electrical Engineering
Quinones, Stella	Electrical Engineering
Nigro, Kirsten	Languages/Linguistics
Manciu, Felicia	Physics
O'Dell, Laura	Psychology
Schwartz, Ana	Psychology

Current Statistics:	Number	Percent
Females	14	45.2
Males	17	54.8
Male dual career*	4	23.5
Total male + female	31	

*Percent of males in dual career positions

Compared to: Total number tenured/tenure-track in ADVANCE departments (09/03): 38 females (16.8%)

College of Engineering

Female and Total Faculty

	2003-2004		2004-2005	
	Total	Female	Total	Female
Electrical Engineering	18	1	21	3
Mechanical and Industrial Engineering	15	0	16	0
Civil Engineering	12	0	11	0
Computer Science	10	3	13	5
Metallurgical and Materials Engineering	7	0	6	0
Total No. of Faculty members	62	4	67	8
Percent of Female Faculty		6.5%		11.9%

50% of new hires were female.

Recruitment and Policy College Search Management Committee

- Started in September 2004 to address hiring a diverse faculty at all levels
- Faculty selection process brought to Dean's level
- Membership:
 - Six faculty (2 Hispanic females; 4 Hispanics)
 - Female chair

College Advancement-1 Management Team

- College management was restructured in Fall 2004
- Membership: 3 of 5 are Hispanic



Barry Benedict



Walter Fisher



Roberto Osegueda



Benjamin Flores



Carlos Ferregut

College Advancement-2 Academic Heads



Wen-Whai Li
Civil Engineering



Rafael Gutierrez
Industrial Engineering



Ann Gates
Computer Science



Jack Dowdy
Mechanical Engineering



Patricia Nava
Electrical and Computer
Engineering



Steve Stafford
Metallurgical and
Materials Engineering

Faculty Development: Engineering Faculty

Martine Ceberio, Assistant Professor, Computer Science

- Faculty Mentoring Program for Women Participant
- **2005 Recipient of Graduate Research Assistant Award**

Peter Golding, Associate Professor, Metallurgical Engineering

- IMPACT Participant (includes 1 week summer salary)

Pat Nava, Associate Professor, Electrical Engineering

- 2004 Recipient of Graduate Research Assistant Award
- **2005 Recipient of Graduate Research Assistant Award**

Stella Quinones, Assistant Professor, Electrical and Computer Engineering

- IMPACT Participant (includes 1 week summer salary)
- Faculty Mentoring Program for Women Participant
- 2004 Recipient of Graduate Research Assistant Award
- **2005 Recipient of Graduate Research Assistant Award**

John Walton, Professor, Civil Engineering

- Mentor, Faculty Mentoring Program for Women

Ryan Wicker, Associate Professor, Mechanical and Industrial Engineering

- Two semesters of Graduate Student support

Collaborative Leadership: Selected Findings Climate Study

(University Wide – Spring 2004)

- Departmental Interactions
 - More than 60% of individuals feel isolated in their department or on the UTEP campus
 - Hispanics (82%) are significantly more likely than Whites (66%) to feel they do a great deal of work that is not formally recognized by their department.
 - Assistant Professors (88%) are significantly more likely than Full Professors (50%) and Associate Professors (50%) to feel that they encounter unwritten rules concerning how one is expected to interact with colleagues.
- Departmental Decision Making Process
 - Hispanics (43%) are significantly less likely than Whites (66%) to agree that they feel like a full and equal participant in problem-solving and decision making.

Collaborative Leadership: Selected Findings Climate Study

(University Wide – Spring 2004)

- Perceptions of Gender Diversity
 - Hispanics (83%) are significantly more likely than Whites (41%) to agree that their department has too few women faculty in leadership positions.
 - Only 30% of Females and 21% of Hispanics agree that their department has made an effort to promote women into leadership positions.
- Perceptions of Ethnic Diversity
 - Males (50%) are significantly less likely than Females (73%) to agree that their department has too few faculty of color in leadership positions.
 - Only 50% of Hispanics as opposed to 81% of Whites agree that their department has taken steps to enhance the climate for faculty of color

Summary

ADVANCE is impacting the College of Engineering.

College leaders are aware of past failures and recognize the benefits of having more female faculty in Engineering.

College committed to achieve gender and ethnic diversity at all levels.

College will continue to work to align faculty demographics with that of our region.