



# THE UNIVERSITY OF TOLEDO

Recruitment, Retention and Advancement of  
Women and URM in STEM

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- ❖ We held two receptions for new female faculty and graduate students in STEM areas.
- ❖ Helped incoming members establish connections with others in their areas and in the University community
- ❖ Completed an internal grant to explore issues facing women in STEM.
- ❖ Completed third round of climate study data collection.
- ❖ Presented research findings.
- ❖ One paper out for review.
- ❖ Funded research for graduate students in STEM fields.

## OUR YEAR IN SUMMARY

- ❖ Our team included one Dean, one Associate Dean and one Vice Provost.
- ❖ These connections made it possible to promote our initiatives and findings to upper administration.
- ❖ The GEI was especially important to facilitating our objectives as it highlighted the way we collect and interpret data at the university.

BROADER IMPACT OF PROJECT AT UT



- ▶ Began a mentoring initiative based on model developed at Case and the work done at U of M and UC-Davis.
- ▶ Organized Launch teams for all incoming tenure track faculty.
- ▶ Launch was so successful that it is being expanded to include 2<sup>nd</sup> and 3<sup>rd</sup> year tenure track faculty.

## INITIATIVES

- ❖ Presentation of GEI data to upper administration resulted in a better understanding of gender equity.
- ❖ Changes were made to our data collection to methods to assure that we are able to adequately assess gender equity.
- ❖ Diversity plan for the University was designed to better address gender equity.
- ❖ Facilitated open discussions of how we need to address equity and create opportunities for change.

## GENDER EQUITY

- ❖ Climate data is currently being cleaned. When available, we intend to assess longitudinal changes at the university and identify areas for growth.
- ❖ First year of Launch teams assisted 15 faculty members. We will broaden the scope of this to include more faculty.
- ❖ Continue to pursue publications and external funding for more initiatives to promote objectives.
- ❖ Continue to explore opportunities to facilitate networking.
- ❖ Continue to address policies to assure opportunities for equity and growth.

## MOVING FORWARD