Using Cultural Humility to Balance the Institutional and Intersectional Barriers to Equity for STEM Faculty

Women are critically underrepresented in the ranks of tenured and tenure track faculty in science, technology, engineering, and mathematics (STEM) and social and behavioral sciences (SBS) departments at Florida A&M University (FAMU), and especially at the rank of (Full) Professor. While the ranks of Assistant and Associate Professor hover around 40% each, there is a precipitous drop at the rank of (Full) Professor; approximately one-half of FAMU’s STEM/SBS units have no women Full Professors.

Objective 1. Enhance FAMU’s infrastructure and overall campus climate to promote gender equity by working to increase awareness of the role of cultural humility in decision making and by institutionalizing successful ADVANCE initiatives; and

Objective 2. Increase the persistence and retention of women faculty in STEM/SBS by providing professional development, career coaching, and mentoring to increase the number of tenured women faculty, particularly at the Associate and Full Professor ranks.

Benefits:
• Community of Support with 2019 and Future Cohorts of Fellows
• Professional Development Opportunities
• Individual Career Development Plan
• Participation in Targeted Research Initiatives
• Support to Present at a Professional Conference
• Writing Retreats/Writing Groups
• Opportunity to Publish in Dedicated Issue of Journal of HBCU Research & Culture
• STEMpowering Championship Faculty Teams (Mentorship Circles/Executive Coaching)
• Training on Cultural Humility & Implicit Bias
• Participation in FAMU HERstory (oral history and exhibit)
• Professional Headshot
• 1-month Summer Salary at End of Fellowship Year (9-month faculty ONLY)

Eligibility:
FAMU women faculty who have not attained the rank of (Full) Professor in one of the listed science, technology, engineering, mathematics (STEM), social science, or behavioral science disciplines/departments (SBS):

STEM – Agronomy, Agribusiness, Animal Science, Architecture, Biological Systems Engineering, Biology, Chemistry, Computer Information Systems; Economic Social & Administrative Pharmacy; Economics; Engineering, Engineering Technology, Entomology, Environmental Science, Food Science, Mathematics, Pharmaceutical Sciences, Science Education

SBS- Criminal Justice & Sociology, Psychology, Political Science, Sociology, Social Work

Currently hold the rank of Assistant or Associate Professor (Associate Professors with a pending application for promotion to (Full) Professor are not eligible to apply for this cohort)

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