

Weslene Tallmadge, Theresa M. Vitolo, Karinna M. Vernaza, Elisa M. Konieczko, Virginia P. Arp, Sreela Sasi, Melanie Hatch, Gannon University, Securing Female Faculty for Organizational Retention and Management: Progress and Challenges of the First Year

The PAID grant TRANSFORM --- Teaching-Research-Advancement Network to Secure Female Faculty for Organizational Retention and Management -- deploys three strategies to help Gannon University more effectively recruit, retain, and advance women faculty in the STEM disciplines. Strategy-1 establishes the Dual Career Consortium of Northwestern Pennsylvania (DCCNP) to offer career networking opportunities for partners of hired faculty. Alliances among regional employers and a career website are made available to registered users. As an initiative encompassing units beyond the university's boundaries, the challenges are coordination and management of the diverse elements. Strategy-2 seeks to increase the number of female STEM faculty achieving advancement in rank through the Research Initiation Award. The first-year awardee made significant progress in her research having receiving the benefit of the funded release time and money. The challenge, here, centers on the discernment required to choose amongst all qualified proposals. Finally, Strategy-3 provides leadership development for faculty and educates administrators regarding issues affecting female faculty. The third strategy addresses the changing needs for those current and aspiring leaders within the institution. Through these three strategies, the grant impacts the changing culture at the university.