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Jenna P. Carpenter* (carpenter@campbell.edu), Po Box 115, Buies Creek, NC 27506.

Building a More Diverse Faculty: Research-Based Strategies That Work.

STEM disciplines in general, including the mathematical sciences and engineering, have long struggled with attracting and retaining a robustly diverse community of faculty, including women. Even when underrepresented faculty are hired, they tend to be congregated at lower levels, such as non-tenure track or assistant professor tenure-track positions, versus the full professor, administrative and other prestige positions. Research, however, has identified a number of practical strategies that work to diversify the faculty. At Campbell University, we have used these best practices to create a School of Engineering whose full-time faculty has 100% women administrators, a mechanical engineering faculty that is 80% women, and an overall faculty that is 62% women. This talk will review these strategies and how to implement them for success. (Received September 08, 2020)