

CHANGING INSTITUTIONAL CULTURE THROUGH PEER MENTORING OF WOMEN STEM FACULTY

INFOGRAPHIC BY LAURA KRING

20

PERCENT OF STEM FACULTY MEMBERS AT THE OHIO STATE UNIVERSITY WERE WOMEN IN 2011

PERCENT OF TENURED OSU STEM FACULTY WERE WOMEN

17

TO SUPPORT WOMEN IN STEM, RESEARCHERS CREATED THE:



TRANSFORMATIONAL

LEADERSHIP MODEL

INDIVIDUAL NEEDS UNDERSTOOD AND MET

FLEXIBLE CAREER POLICIES

CHANGED PRACTICES ACCOMMODATE DIVERSITY

CULTURAL ASSUMPTIONS QUESTIONED & SHIFTED

VISION OF SUPPORT AND INCLUSIVENESS

THE MODEL IS IMPLEMENTED THROUGH MENTORING CIRCLES

FORMAL UNIVERSITY SUPPORT SYSTEM

TO CONVEY FACULTY NEEDS TO AUTHORITY POSITIONS AT OSU

42

WOMEN STEM FACULTY
MEMBERS PARTICIPATED IN
PEER MENTORING CIRCLES
DURING 2009 AT OSU

POSITIVE DIALOGUE, REFLECTION,
AND EXCHANGE OF IDEAS HAPPEN
DURING THE CIRCLES

AFTER

74%

OF WOMEN
FELT THEY
PROFESSIONALLY
BENEFITTED

53%

VIEWS OSU AS A MORE
SUPPORTIVE COMMUNITY

80%

OF WOMEN
FELT THEY
PERSONALLY
BENEFITTED

FROM 2008-2011 AT OSU,
DISSATISFACTION WITH
MENTORING PRACTICES DECREASED
4.1% AMONG STEM FACULTY

COMPARED TO A 3.6% INCREASE
IN DISSATISFACTION WITH
MENTORING PRACTICES AMONG
NON-STEM FACULTY

13

ADMINISTRATIVE FACULTY
CHANGED OR IMPLEMENTED
NEW MENTORING
PRACTICES BECAUSE OF THE
MENTORING CIRCLES