

Hiring and Retention Results at the University of Cincinnati

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Hiring and Retention Results at the University of Cincinnati

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Introduction

- Achieving higher levels of representation of women in the STEM sciences requires improved recruiting, hiring, and retention of women STEM scientists.

Specific Aims

- We developed a data base of all UC employees hired between 1990 and 2012.
 - We could examine how rates of hiring for women changed over time.
 - We could look at retention of women using survival analysis.

Hiring

	1990-1997	1998-2004	2005-2012	Total
STEM Hires	197	230	338	765
% Women	26%	22%	31%	27%
Other Hires	400	532	737	1,669
% Women	57%	56%	62%	59%

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STEM Hiring

	1990-1997	1998-2004	2005-2012	Total
A&S	36	42	92	170
% Women	31%	31%	46%	39%
Engineering	67	59	50	176
% Women	6%	7%	8%	7%
Medicine	94	129	196	419
% Women	39%	26%	31%	31%

STEM Hiring

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African Americans Only

	1990-1997	1998-2004	2005-2012	Total
Men	3	4	3	10
%	75%	80%	50%	67%
Women	1	1	3	5
%	25%	20%	50%	33%

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Median Survival (Years) STEM versus Other

Howe et al., Hiring and Retention Results at the University of Cincinnati

	Men	Women	Total
STEM Hires	9	10	9
Other Hires	12	12	12

50% of STEM hires have left UC (or have moved off of a faculty line) by the end of their ninth year of employment as a faculty member.

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Median Survival (Years)

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STEM Only

	Men	Women	Total
A&S	>12	16	>12
Engineering	9	11	9
Medicine	6	7	7

There has been too little attrition in A&S overall and for men to calculate median survival. Figures shown in those two cases are actually the 25th percentiles.

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Limitations

- The data set was quite challenging to construct, and had some known problems.
- We have to refine our model to take starting rank into account.

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Major Conclusion

- UC has more difficulty getting women STEM scientists into faculty positions than it has retaining them.
- Retaining people is not same as helping them be successful. We still have to look at promotion rates, as one example, and productivity, as another.

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Another Conclusion

- The college differences were quite striking, and suggest that deans and heads should be quite amenable to discussing how to improve retention in Engineering and Medicine.