Key Points
- Purdue is among 38 colleges and universities that have received ADVANCE-Institutional Transformation grants from the National Science Foundation to help develop a more diverse STEM workforce.
- Since Fall 2006, the percentage of all of Purdue’s tenure and tenure-track female faculty has grown. These increases have occurred at each rank.
- 471 Purdue faculty have attended the ADVANCE-Purdue/OIE Faculty Search Committee Workshop to date. This workshop is designed to increase awareness of unconscious bias in faculty hiring and is required for those serving on search committees.

Background
ADVANCE is a National Science Foundation Program designed to develop systemic approaches to increase the representation and advancement of women in academic Science, Technology, Engineering and Mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce.

ADVANCE-Purdue is an institutional transformation project that targets recruitment, retention, and advancement of women STEM faculty at Purdue University.

Three guiding goals:
- To increase the number of women of color in STEM tenure-track faculty positions
- To improve the success of all women STEM tenure-track faculty
- To engage all faculty in transforming the institution

Growth in STEM* Faculty

Tenure and Tenure-Track Women of Color in STEM

New Hires

New Faculty Hires in STEM Departments by Gender

New Faculty Hires in STEM Departments by Underrepresented Minority (URM) Women

For more information visit: http://www.purdue.edu/discoverypark/advance/
In major STEM fields at Purdue, the percent of women tenured and tenure-track STEM faculty has remained steady or increased since Fall 2009.

The percent of women faculty has increased across all ranks since 2009 with 500 tenured and tenure-track women faculty and increasing to 521 in 2013. The breakout of women varies by college with the highest number of women in the College of Liberal Arts.

Data from the Association of American Universities (AAU) shows the gender distribution in STEM and non-STEM disciplines. There are more women among assistant professors than among associate and full professors, and more in non-STEM fields. Women are becoming a larger proportion of the total.

The majority of tenured and tenure-track female faculty are white (77%), followed by Asian (14%), Black or African American (4%), Hispanic or Latino (3%), and Two or More Races (1%).

Women of Color Faculty in STEM Conference
Most recently held in September 2013, the conference provides a forum for women of color faculty in STEM from various institutions to develop individual and collective strategies for institutional transformation and to enhance their experiences and success in the academy.

In 2013, 19% of the participants were from Purdue and the other 81% attended the conference from another institution.