The STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) Program and Social Science Study

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Program Summary

The STRIDE program is a joint effort between ADVANCE and Dean of Faculties to expand existing gender bias training for all members of:
- search committees,
- tenure and promotion committees, and
- committees making decisions on university and college awards.

Two stages of STRIDE committee:
1. members engage in an intensive study of the scientific literature on decision-making, stereotypes, and best practices for ensuring a well-qualified and diverse faculty; and
2. work in teams to lead 2-hour workshops to discuss these issues and improve the diversity and excellence of departments and the university via the hiring of new faculty.

Workshops are held several times per year and all members of search committees—as well as award committees and P&T committees—are encouraged to attend.

Social Science Study Summary

The STRIDE training social sciences study evaluates the efficacy of the STRIDE training program. Pre-/post-/post-training design; STRIDE training session participants are asked to complete 3 surveys:
1. a survey during the week prior to STRIDE training,
2. a survey within the week following training, and
3. a final survey approximately six months after training.

Surveys document:
- knowledge and attitudes that faculty have before and after STRIDE training, and
- information regarding the search, which provides additional insight into the success of STRIDE training.

Is there a problem?

- Women represent 49% of the population and capacity for innovation in the United States, but they represent only 28% of the STEM workforce.
- In Fall 2013, there were 1,807 tenured or tenure-track STEM faculty at TAMU. Of those:
  - 741 (41%) were women faculty
  - 20 (2.4%) were women faculty of color
- A diverse STEM workforce is essential to innovation and our nation's competitiveness, as well as TAMU's competitiveness.

Accumulation of Disadvantage

Any one slight might seem minor, but small imbalances and disadvantages accrue, having a major impact.

What Can Search Committees Do?

"It's a Search, not a Sort."
- Active Strategies to Overcome Implicit Bias in the Search Process:
  - Always Be Recruiting
  - Search Committee Composition
  - Inclusive Advertising
  - Thoughtful Evaluation of Candidates
  - Host an Effective Visit