Female and Underrepresented Minority Faculty Recruiting and Retention Task Force (FUMFRR)

The FUMFRR charge

“The task force will address issues and develop strategies for creating an S&T climate that is more amenable towards recruitment and retention of female and underrepresented minority faculty members. Issues to be considered include: salary equity, professional development for retention of the target groups, faculty leave considerations, and a general culture of support for S&T faculty and their families.” [http://provost.mst.edu/fumfrr/](http://provost.mst.edu/fumfrr/)

The major accomplishments include:

- Changes to the FMLA policy that allowed extension of the tenure clock insuring that female faculty would not be penalized or need to make up time taken off for family and medical matters. The University of Missouri System incorporated many of the ideas from the Task Force into their Collected Rules and Regulations.
- Completion of the Women’s survey that encompassed all female professors (all ranks), lecturers and instructors.
- Completion of the Faculty Center located in 104 Interdisciplinary Engineering.

FUMFRR has numerous ongoing initiatives that include:

- Continuing the pursuit of a Childcare Center for S&T faculty and staff.
- Monitoring of the NSF ADVANCE grant that proposes a comprehensive plan to increase the participation and advancement of women faculty in Science, Technology, Engineering and Math (STEM).
- Investigating the possibility of a shuttle service between Rolla and St. Louis through a survey to access the interest and need.
- Hosting New Faculty Welcomes every semester at the Faculty Center (IDE 104).
- Continuing the pursuit of recruitment of minority faculty.
- Researching strategies for retention of female faculty.
- Working with Human Resources on salary equity issues for faculty on the S&T campus.
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