



UNIVERSITY *of* DELAWARE



# Climate Studies and Institutional Transformation at the University of Delaware

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[sites.udel.edu/advance](https://sites.udel.edu/advance)



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## Our Team

- Pam Cook (PI), Unidel Professor of Mathematical Sciences; Associate Dean, College of Engineering
- Heather Doty (Co-PI), Faculty Associate to the Provost, Assistant Professor, Mechanical Engineering
- John Sawyer (Co-PI), Professor, Business Administration, Associate Provost for Institutional Research
- Emily Bonistall Postel, PhD, Director, UD-ADVANCE



## About University of Delaware (UD)

### Mid-Sized

- 1,203 FT T/TT and CNTT Faculty (2014)
- 22,680 Students (2014)

### Research University

- Very high research activity
- No law or medical school

### East Coast, Suburban Campus





## UD ADVANCE: Background

### ADVANCE-PAID

- Joint Award (2008-2012; 2013, no cost extension)
  - UD, College of Engineering
  - UD, College of Arts & Sciences-Natural Science
- Workshops for Faculty by Faculty
  - Faculty Recruitment
  - Faculty Mentoring
  - Adapted from ...
    - U-Michigan (STRIDE)
    - UW-Madison (WISELI)





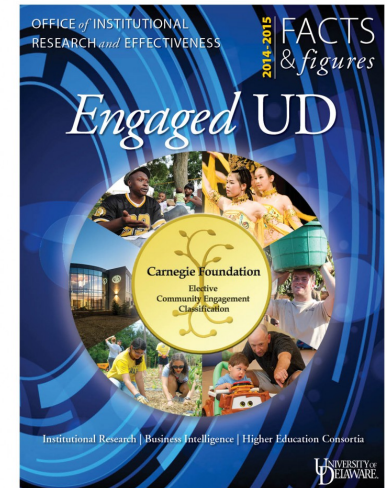
## UD ADVANCE-IT (2014-2019) Women Faculty to Leadership

### Goals, Objectives, and Activities

- Similar to other ADVANCE programs
- Emphasis on women post-tenure and women faculty of color

### Relevant to this Panel

- Enhanced data collection and reporting
- Emphasis on institutional leaders (provosts, deans, and department chairs) as change agents





## Faculty Climate Survey: Overview

- Bi-Annual
- Modified from WISEL's climate survey
- Content
  - Promotion, tenure, and evaluation
  - Policies and procedures
  - Mentoring
  - Departmental and university climate
- Each section includes write-in portion



## 2014 Faculty Satisfaction Survey

- Sent electronically to all FT T/TT and CNTT faculty.
  - By Office of Institutional Research
  - Under Provost's signature
- Response rate: 53% (N = 644)
  - 39% completed all sections (N = 472)
- Sample closely represented population, with a few small exceptions
- Faculty interviews as follow-up



## Observations and Challenges

- Survey Fatigue
  - Having questions that meet all needs.
  - Length
  - Response Rate
- 
- Size of institution
  - The need for responsible aggregation.





## Applications

- Inform initiatives and activities
- Programmatic Evaluation
- Social Science Research Project
- Dissemination
- Talking Points



## What are “Talking Points”?

Talking Points: Easily digestible customized facts and figures on the status of women faculty and of faculty of color at UD

Serve an important function in our efforts to support administrative leaders as change agents.

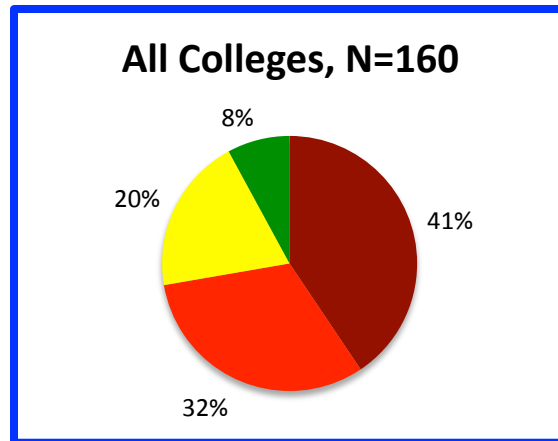
- Bi-weekly Provost briefings
- Bi-weekly meetings with the Vice Provost for Faculty Affairs
- Dean’s council meetings
- Chair’s caucus meetings



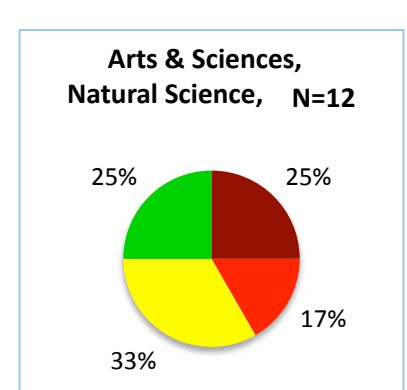
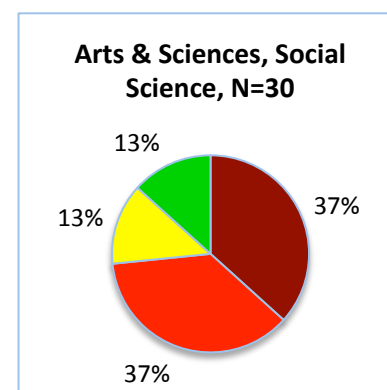
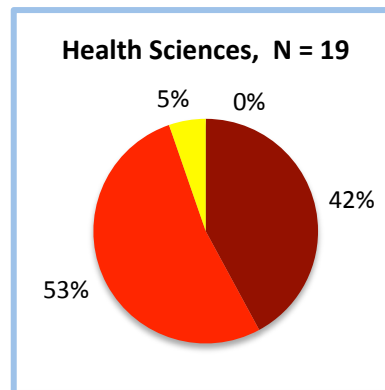
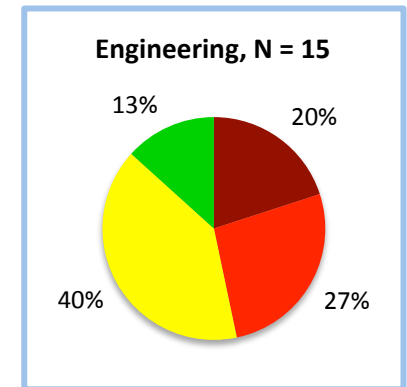
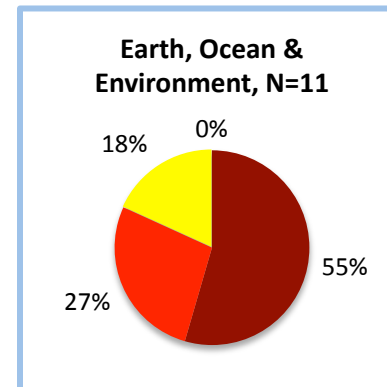
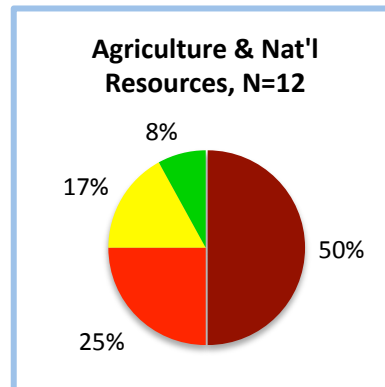
## Sample Talking Point: Mentoring

**“I receive formal mentoring within my department.”**

**T/t Assistant & Associate Professors**



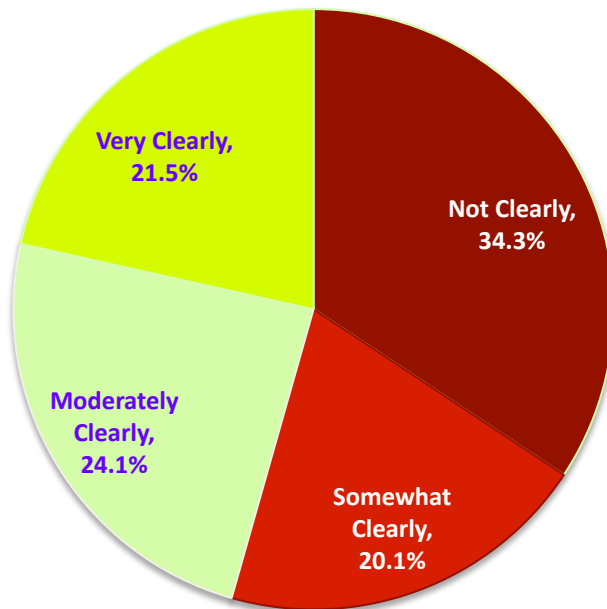
■ Strongly Disagree  
■ Disagree  
■ Agree  
■ Strongly Agree





## Sample Talking Point Parental & Family Leave

**How clearly is UD's parental & family leave policy communicated to faculty by their department chairs?**



**If you were eligible for parental or family leave, how encouraged were you by your department chair to advantage of the policy?**

