

University of Delaware ADVANCE: Building Bridges Across Campus

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Background

About the University of Delaware (UD)

- Mid-sized, suburban campus
- 22,850 students
- 1,200 full-time faculty
- Public institution with private charter
- No law or medical school
- 72% of of doctoral programs are STEM
- Seven colleges: Agriculture & Natural Resources, Arts & Sciences, Business & Economics, Earth, Ocean, & Environment, Education & Human Development, Engineering, and Health Sciences
- Held an NSF ADVANCE PAID award from 2008-2013; focused on educating STEM faculty and administrators on best practices for faculty recruitment and mentoring



Building Bridges

Work under our PAID grant was localized in the engineering and natural sciences departments. Under our Institutional Transformation (IT) grant, we now have increased access to faculty and administrators in more departments and colleges. In this poster we describe ADVANCE IT initiatives that have brought faculty and administrators together from around campus to work toward improving the climate for all faculty.

Provost Meetings

Members of the ADVANCE IT team are scheduled on the provost's schedule every two weeks. We use this time to introduce him to factors related to faculty diversity on our campus and nationally. We do so through "talking points" – easily digestible, customized facts and figures on the status of women faculty and faculty of color.

Example topics have included:

- faculty mentoring
- retention of faculty of color at UD
- dual-career policies



The ADVANCE Institute's coffee mug spotted in the Provost's Office, and shared on the @udadvance twitter.



Bridges Built

We partnered with Civil Engineering Professor Rachel Davidson – a participant in Drexel's ELATE leadership program for women in engineering and tech – to focus on dual-career policies. As a result, the provost financed the University's HERC membership and organized a working group of faculty and administrators to establish a protocol for dual-career hiring for recruitment, to be completed by the end of the spring 2016 semester. Working group members include UD ADVANCE leaders and key representatives of the Faculty Senate and AAUP, our faculty union.

www.udel.edu/advance

#colortheacademy

We hosted a national research conference titled "Women of Color in the Academy: What's Next?" from April 29th – May 1st, 2016. Focusing on faculty women of color, especially in STEM fields, the conference brought together faculty, administrators, and students, as well as industry and government representatives to discuss and learn about cutting edge research on the recruitment, retention, advancement, and leadership of faculty women of color, while highlighting their lived experiences. We had over 175 participants from more than 50 institutions hailing from all over the country, including faculty and staff from a number of ADVANCE institutions.



Participants network during the poster session and book signing reception.



A keynote address by Dr. Gilda Barabino, Dean of Engineering at CCNY.



Participants engaged during a keynote address over lunch.



Dr. Saundra Yancy McGuire discusses the importance of self-mentoring during her keynote address.

At a documentary film, panels, roundtables, and a poster session, participants discussed research findings and exemplary practices designed to disrupt constraints on the recruitment and retention of women faculty of color; traditional and newer practices in mentoring; peer networks; career-life balance; strategies to survive and thrive in academia; and the lived experiences of women of color academics. Attendees had opportunities to identify research topics, network with each other, and establish fruitful collaborations. Products that will result from the conference include best practices documents, a conference manual, and a Facebook group.

Faculty Workshops

We continue to offer workshops for faculty, by faculty on best practices for fair and effective faculty searches, developed under our PAID grant in collaboration with the Universities of Michigan – Ann Arbor and Wisconsin – Madison. This year we provided workshops for the Colleges of Engineering, Arts & Sciences (natural sciences), and Education & Human Development. Next year faculty recruitment workshops will extend even farther, led by a cohort of ADVANCE Faculty Fellows from five colleges/portfolios. This semester Faculty Fellows are reading implicit bias literature and learning workshop presentation practices from the UD ADVANCE team.

Women to Leadership

Our grant has an emphasis on advancing women faculty into leadership, including achieving the rank of full professor. In partnership with the Vice Provost for Faculty Affairs, we held two panels for faculty: one on the promotion and tenure process to associate professor and one on the promotion process to full professor.

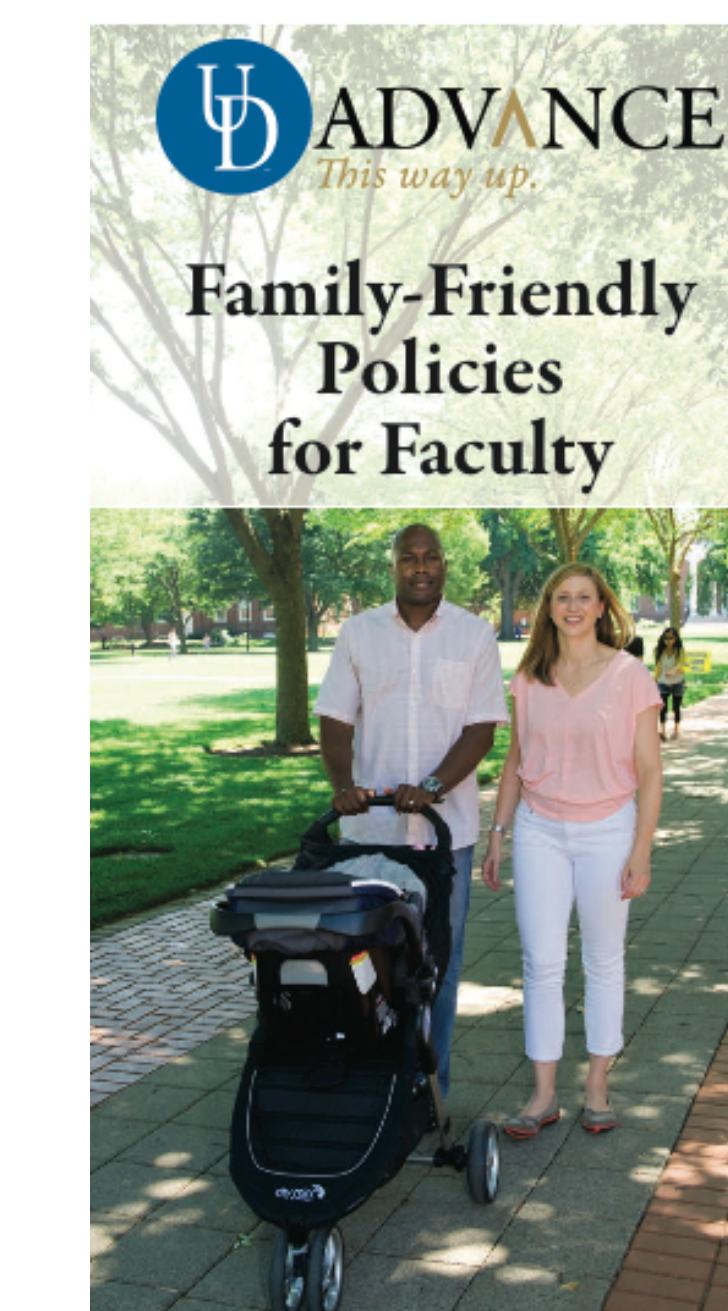
To reinforce the importance of the promotion to full professor, we held a brown-bag lunch discussion for women associate professors on the topic of "Timing for Promotion to Full Professor." Future lunches will be themed on different topics of interest to associate professors.

Chairs' Workshops

A major initiative of our IT project is to work with department chairs to help them understand implicit bias and ways to create warmer departmental micro-climates for faculty, especially women and faculty of color. In fall 2015 we created a workshop on formal mentoring for faculty – based on of a mentoring program developed under our PAID grant. Through our IT grant, and with strong support from the deans and associate deans, we presented this workshop separately to department chairs across the university, building bridges with the:

- College of Arts & Sciences – Natural Sciences
- College of Arts & Sciences – Social Sciences
- College of Earth, Ocean, & Environment
- College of Engineering
- College of Health Sciences

In spring 2016 we presented at the UD Chairs' Caucus (comprised of all chairs) on family-friendly policies for faculty. We used simple case studies to illustrate some of the questions and challenges that may arise when using of these policies. We distributed copies of our new brochure on family-friendly policies (pictured to the right).



Faculty Networking

We use our UD ADVANCE Institute office space to host regularly scheduled networking lunches for women faculty in STEM and the social sciences.



Here, faculty from the College of Engineering (COE) and College of Earth, Ocean, & Environment hear a presentation from the COE communications team on how to promote their work.

Connect with us!

@udadvance

Meet the team:

PI: Pam Cook, Unidel Professor of Mathematical Sciences; Associate Dean of Engineering

Co-PIs:

- Robin Andreasen, Assoc. Prof., Linguistics & Cognitive Science
- Heather Doty, Assist. Prof., Mechanical Engineering
- John Sawyer, Professor, Management; Assoc. Provost for Institutional Research & Effectiveness

Director: Emily Bonistall Postel, Ph.D.

Senior Data Analyst: Shawna Vican, Ph.D.

ADVANCE Scholar: Sharon Neal, Assoc. Prof., Chemistry & Biochemistry

Administrative Assistant: Lynn McDowell



The ADVANCE Institute Team with the Conference Program Committee Co-Chairs.