



UNIVERSITY *of* DELAWARE

# UD NSF ADVANCE IT Faculty Advancing Faculty

Pam Cook, Unidel Prof. of Math,  
Assoc. Dean of Engineering  
Faculty Senate Meeting

9/12/16



NSF ADVANCE-IT 1409472



## *WHAT IS UD ADVANCE IT?*

UD ADVANCE - *focus on a more diverse faculty*

UD ADVANCE works to enable research-tested best practices in:

- recruitment of faculty,
- retention of faculty,
- mentoring of faculty,
- transparency of and best policies and procedures,

to improve the climate for **ALL** faculty (particularly women, women in STEM, and from underrepresented groups).



## *WHO* IS UD ADVANCE IT?

PI:

- Pam Cook (Unidel Prof., Math, COE Assoc. Dean)

Co-PIs:

- Robin Andreasen (Assoc. Prof., Ling & Cog. Sci.)
- Heather Doty (Asst. Prof., Mech. Eng.)
- John Sawyer, (Prof., Business Admin. & Assoc. Provost)



## *WHO* IS UD ADVANCE IT?

We don't work alone...

- ADVANCE Faculty Fellows
- ADVANCE Faculty Allies
- ADVANCE Research Team
- Internal Advisory Board
- Evaluation Team

and

- . . . . .



## WHAT IS UD ADVANCE IT DOING?

- Improving departmental (micro)climates.  
Exs: Chair workshops, Faculty mentoring
- Increasing transparency of policies & procedures.  
Ex.: Family friendly brochure and update of faculty handbook
- Enhancing policies & procedures  
Ex.: Dual-career policies/procedures, Faculty mentoring
- Data dissemination  
Ex.: Climate survey
- Drawing attention diversity actions/discussions on campus  
Exs: Nat'l conference: Women of color in the academy.



## SOME WAYS WE FIT WITH YOU

### POINTS OF DISCUSSION FOR TODAY

- 2016 Climate survey - dissemination
- Faculty Mentoring



## UD-ADVANCE 2016 CLIMATE SURVEY

- Report and executive summary are being finalized.
- We propose that the UD Faculty Senate hold an open forum this fall, in conjunction with UD-ADVANCE and OIRE, to present findings of the:
  - 2016 ADVANCE Faculty Climate Survey
  - And of the undergraduate, Diverse Learning Environments (DLE), survey



## FACULTY MENTORING

### **Faculty Handbook 4.4.10:**

#### **Career Development of Assistant Professors**

There should be a major plan worked out with every new arrival to a unit so that there is an orderly progression to promotion, within a reasonable time. . . .

The entire commitment should be under the guidance of senior people, or a single designated mentor, who should take an active role in career development.





## Is Faculty Mentoring Happening?

Some is:

- ADVANCE formal (procedural) mentoring program in COE and CAS, natural sciences
- Informal mentoring through NCFDD/Faculty Success program
- Other department/college mentoring.



## Is Faculty Mentoring Happening?

But...

- According to the 2016 Faculty Climate Survey, 70% of write-in comments with respect to mentoring at UD indicated dissatisfaction.
- ... very little formal mentoring is occurring in the departments (23% of respondents have a formal mentor).

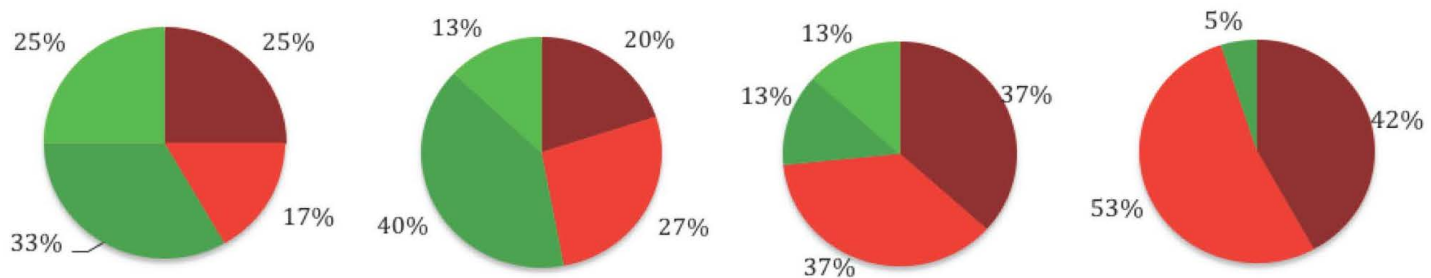
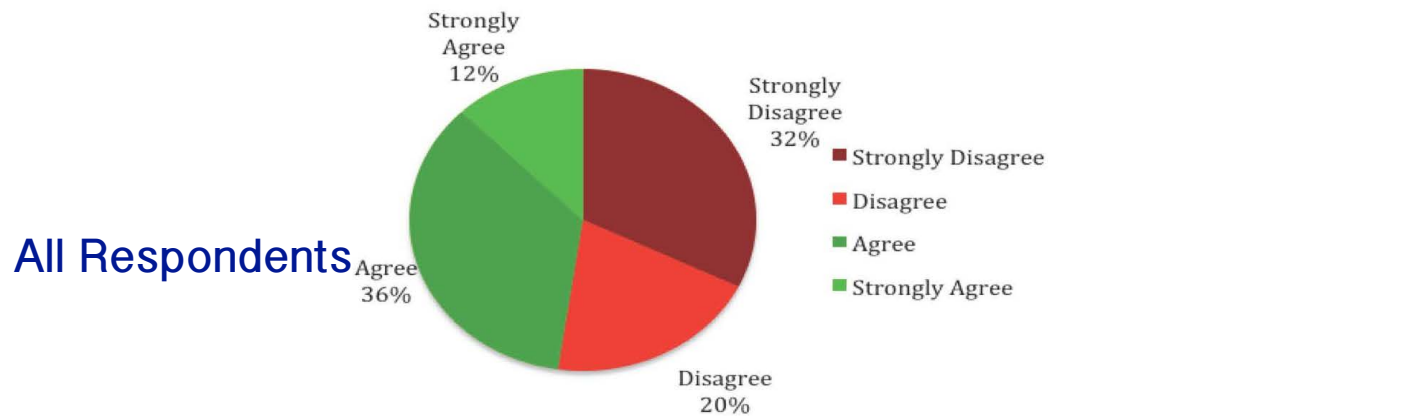


## Looking back at 2014....

### "I receive formal mentoring within my department."

Work-Life Satisfaction Survey of All Full Time Faculty Spring 2014

#### Tenure Track Assistant Professors



Responses from 4 of 10 college units



## Can formal mentoring be extended across UD?

- Faculty Handbook indicates that it should be.
- We are working with the Faculty Senate Diversity Committee (chaired by Emily Davis) as to how to formalize mentoring in departments for assistant professors. (We think associate professors would benefit as well!).
- We have resources (materials and training, ADVANCE Faculty Fellows) that could be a start, but more work is needed.



## FACULTY ADVANCING FACULTY

We rely on your support, initiative, and expertise,  
and

We look forward to supporting you, as we all work  
towards an inclusive climate for UD faculty.