

UD-ADVANCE Faculty Fellows: Bridging & Sustaining Two NSF-ADVANCE Initiatives



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UD-ADVANCE PAID GRANT

ABOUT THE UNIVERSITY OF DELAWARE (UD)

- Mid-sized, suburban campus
- ~ 22,500 students
- ~ 1,200 full-time faculty
- Public institution with private charter
- No law or medical school
- Seven colleges: Agriculture & Natural Resources; Arts & Sciences; Business & Economics; Earth, Ocean, & Environment; Education & Human Development; Engineering; Health Sciences.



UD-ADVANCE PAID: 2008-2013



Awarded to: College of Engineering

Natural Sciences Portfolio of College of Arts & Sciences

Partnerships: U. of Michigan (STRIDE) and U. of Wisconsin-Madison (WISER)

Adaptation, Implementation, Dissemination:

- Procedural mentoring program for assistant professors in targeted departments.
- Workshops run by faculty for faculty, with supporting materials.

“Mentoring the Mentors,” for senior faculty mentors

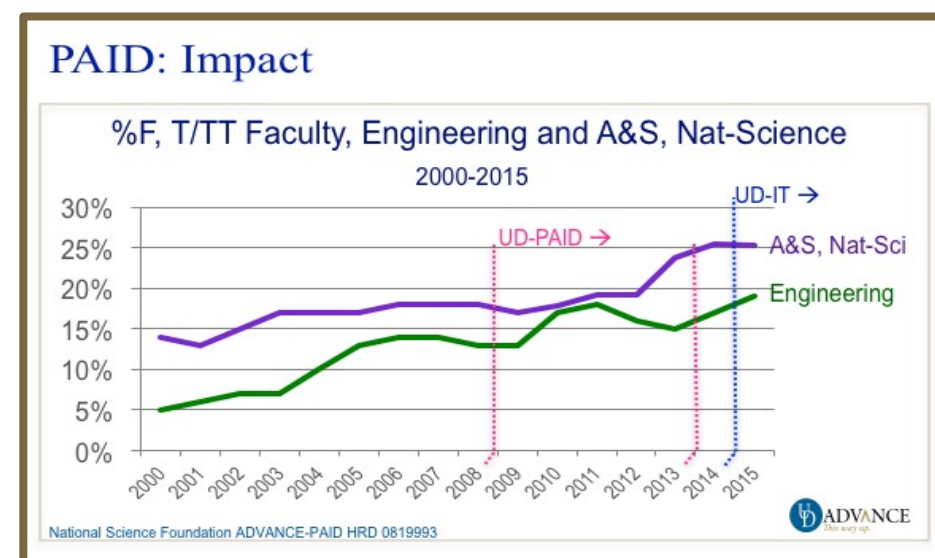
“Best Practices in Faculty Recruitment,” for faculty search committees

“Mentoring the Mentees,” for Jr faculty mentees

SUCCESSFUL LOCALIZED CHANGE

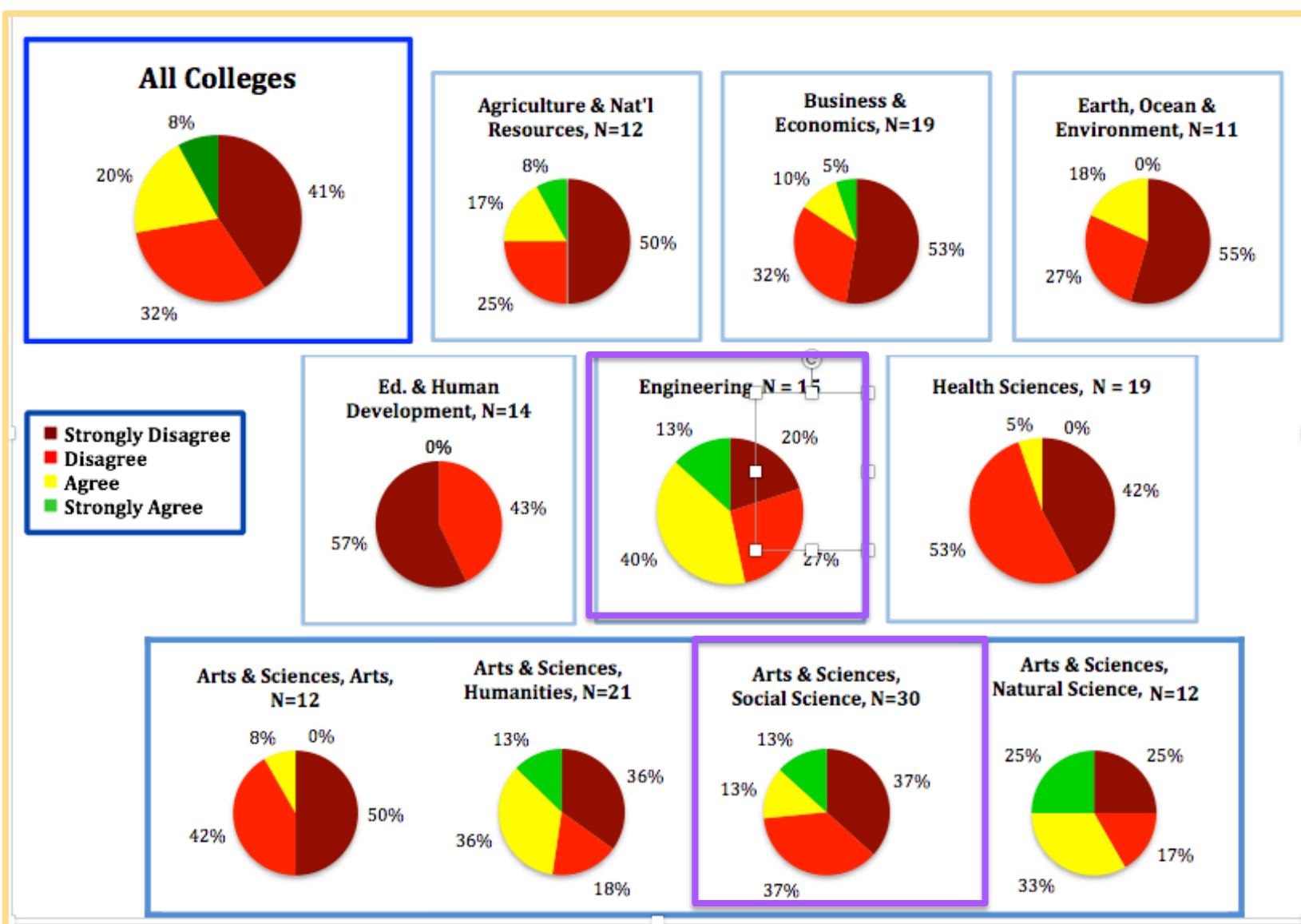
In targeted STEM departments.

- High retention rates
- High promotion rates
- Increased percentage of female faculty



2014 UD-ADVANCE CLIMATE SURVEY

“I RECEIVE FORMAL MENTORING IN WITHIN MY DEPARTMENT”
T/TT ASSISTANT & ASSOCIATE PROFESSORS

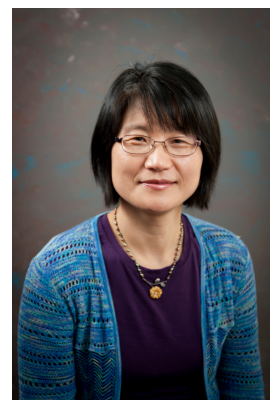


Faculty from departments targeted by the PAID grant (Engineering & Natural Sciences) indicated higher rates of receiving formal mentoring.

UD-ADVANCE FACULTY FELLOWS

WHO ARE THE FACULTY FELLOWS?

Senior faculty members from six out of seven UD colleges who partner with UD-ADVANCE to extend programming and initiatives to the colleges.



JUNG-YOUN LEE
AG & NAT RESOURCES



KAREN ROSENBERG
JP LAURENCEAU
ARTS & SCIENCES



DAVID KIRCHMAN
EARTH, OCEAN, ENV



MYEA HAN
ED. & HUMAN DEV.



MICHAEL CHAJES
ENGINEERING



REGINA WRIGHT
HEALTH SCIENCES

UD-ADVANCE FELLOWS: A BRIDGE BETWEEN THE PAID AND THE IT

The faculty fellows program began in 2016 at the recommendation of our External Advisory Board and in collaboration with the deans. The program was developed to address the dual need to extend and institutionalize work done under the PAID grant and to support and institutionalize programmatic elements of the IT grant. The work of the faculty fellows is supported through workload adjustments from the dean’s office and/or by UD-ADVANCE funding.

THEIR DUTIES ...

- Update, adapt, and lead faculty recruitment workshops, tailored for their respective colleges.
- Consult with and support search committees throughout the search process.
- Develop, update, and enhance formal mentoring policies and practices for all assistant and associate professors at UD, including supporting materials.
- Interact with their college faculty to understand policy & procedures as applied in their unit, bringing to the attention of the ADVANCE team how the policies may need modification.
- Serve as equity advisors in the event that college faculty inequities are observed;
- Serve as liaisons among UD-ADVANCE leadership, the faculty, and the deans.

PROGRESS AND IMPACT

FACULTY RECRUITMENT

- Fall 2016. The fellows ran a total of 12 workshops, serving 198 faculty in six colleges.
- Participant survey responses were overwhelmingly positive:
- 78% reported that the session covered content that was new to them.
- Participants’ ratings also suggested that the presenters provided helpful information and perspectives.
- Workshops are currently underway for the 2017-2018 faculty recruitment cycle.

FACULTY MENTORING

UD-ADVANCE climate survey data (2014 and 2016) suggest that formal mentoring is implemented unevenly across colleges and departments. The UD-ADVANCE faculty fellows are currently working in collaboration with UD-ADVANCE and their deans to enhance procedural mentoring and to extend it to all departments within each college.

UD-ADVANCE INSTITUTIONAL TRANSFORMATION

INSTITUTIONAL TRANSFORMATION

The strides made in improving faculty diversity, advancement to leadership, and departmental climate over the lifetime of the grant are not only maintained by the institution, but are also strengthened and become standard within UD.

OBJECTIVES & ACTIVITIES

1. Improve departmental climates.

Good leaders are instrumental to a positive climate

- Regular meetings with the provost.
- Provost walkabouts
- Workshops for deans and department chairs
- Faculty of color roundtable



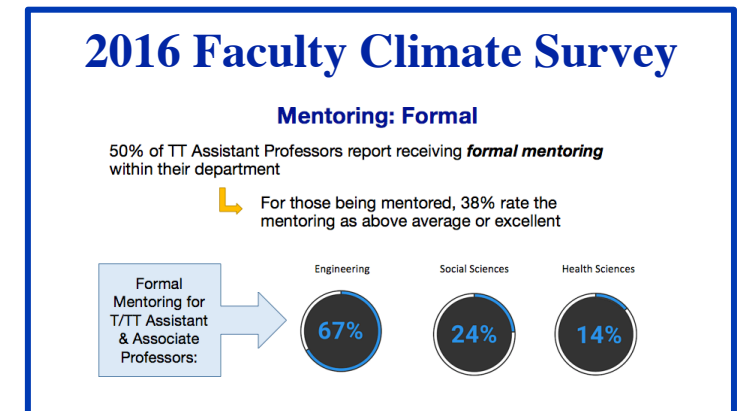
2. Educate, mentor, & support faculty from under-represented groups

Change requires more than informed administrators

The faculty must also be supported and informed.

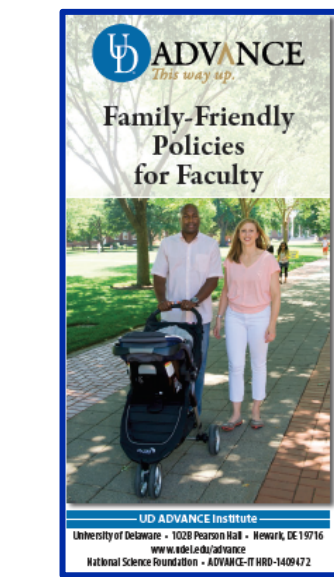


- Formal mentoring program
- Informal mentoring
- Networking
- Leadership training

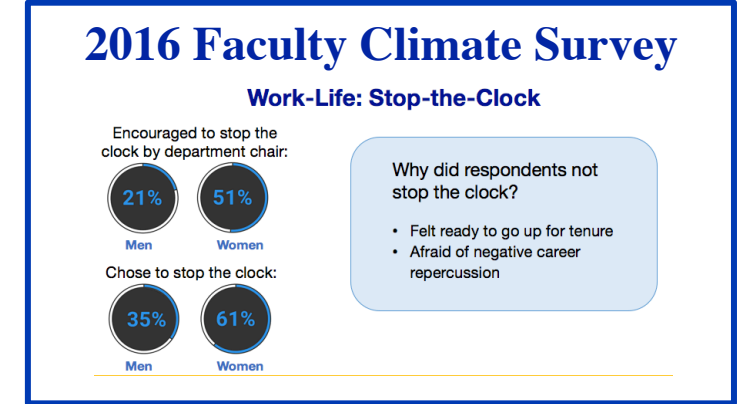


3. Increase transparency of and enhance institutional policies and practices.

Institutional structures must be transparent and equitable



- Promotion & tenure policies
- Family friendly policies & practices
- Dual career policy & assistance
- Recruitment policies & procedures
- Enhanced institutional faculty diversity data
- Bi-annual faculty climate survey



4. Coordinate and draw attention to actions and discussions of diversity around campus.

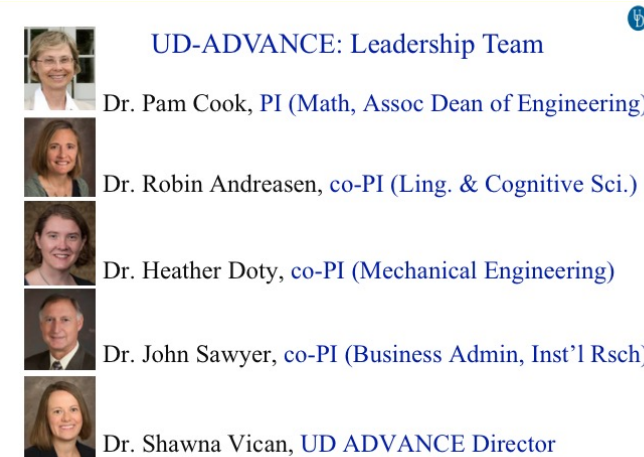
Works to create and foster an environment in which diversity is valued

- Social science research program
- Co-sponsor speakers and workshops
- Active membership in campus diversity groups
- National Conference

Women of Color in the Academy: What's Next?



MEET THE LEADERSHIP TEAM



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