

The background features a large, faint watermark of the University of Delaware seal. The seal is circular and contains a shield with two open books. The left book is labeled 'GRAMM PHILOL RHETOR ETHICA' and the right book is labeled 'METAPH LOGICA MATHEM PHYSICA'. Below the shield, the text 'SOLVIT IN OMNIBUS' is visible. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and the year '1783'.

UD ADVANCE Institute

Robin Andreasen, Professor, Linguistics & Cognitive Science
Shawna Vican, Assistant Professor, Sociology & Criminal Justice



Who We Are



Robin Andreasen, Professor,
Linguistics & Cognitive Science



Heather Doty, Assoc. Professor,
Mechanical Engineering



Shawna Vican, Asst Professor,
Sociology & Criminal Justice



Pam Cook, Unidel Professor,
Mathematical Sciences



Yvette Jackson, Professor
Emerita, Chemistry, UWI

UD ADVANCE Faculty Fellows. Faculty from across colleges that support UD ADVANCE programming and initiatives

What is the UD ADVANCE Institute?

- Founded by an NSF ADVANCE Institutional Transformation award (2014-2022).
- Currently funded by the provost's office.
- Focus is on faculty diversity and excellence.
- Core work involves the development and dissemination of research-based initiatives surrounding faculty development, diversity, and positive departmental climates.
- Programs and initiatives are for all faculty.

What We Do

Data-Driven Research

- Identify factors that affect faculty diversity, success, and climate
- Disseminate findings and recommendations to key stakeholders
- Contribute to the national dialogue on diversity, equity, inclusion

Policies & Procedures (P&P)

- Enhancement and inclusive communication of UD's P&P

Support Institutional Leaders

- Resources and programming for institutional leaders

Faculty Recruitment

- Resources and programming to recruit excellent & diverse faculty

Faculty Retention & Advancement

- Resources and programming to support those we hire

Some Examples

Data-Driven Research

- Faculty climate surveys
- Faculty satisfaction interviews
- Hiring/retention URM faculty

Policies & Procedures (P&P)

- Family friendly policies
- Formal faculty mentor
- Use of SETs

Leadership Support

- Dean's Roundtable
- Chair's Workshops

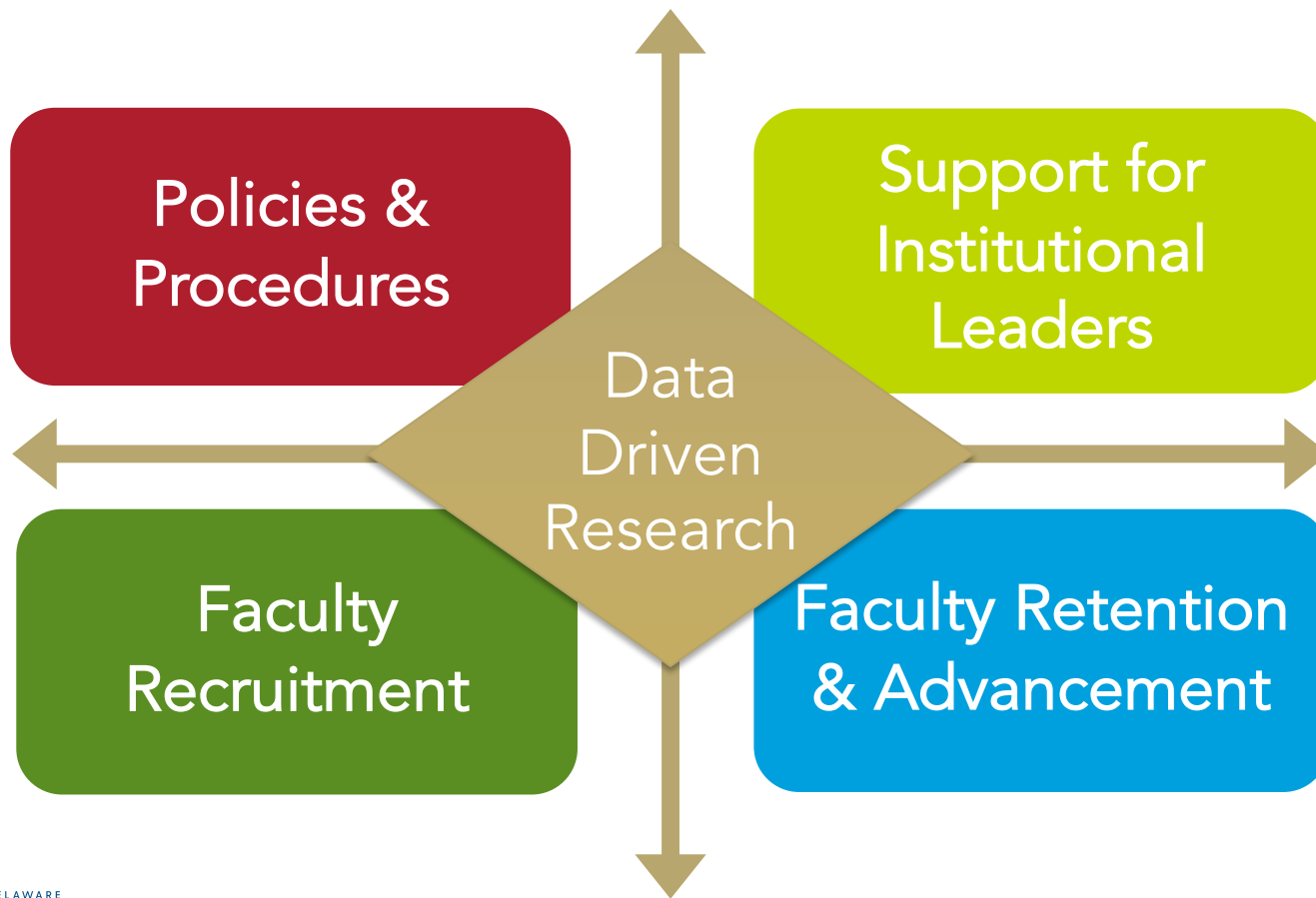
Faculty recruitment

- Search committee training
- Handbook for faculty search committees

Faculty Retention & Advancement

- Promotion & tenure panels
- Themed networking events
- Workshops and resources to support formal faculty mentoring
- Workshops on UD's Covid policies

What We Do



Mentoring

Mentoring takes many different forms

- Evaluative mentor (e.g., department chair)
- Formal or procedural mentor
- Senior research mentors
- Collaborators
- Peer mentors & accountability groups

We all need a network of mentors.

- No single mentor can provide all the mentoring and guidance one needs.

Mentoring

- UD ADVANCE faculty climate survey data and faculty satisfaction interviews suggested differential access to mentoring and professional networks.
- Women and URM faculty were found to have lesser access to mentoring and professional networking opportunities.
- Through collaboration with the faculty senate, a formal faculty mentoring policy was established.

Formal Faculty Mentoring. Idea in Brief

Faculty Handbook 4.4.2: All assistant professors are to be assigned a formal faculty mentor by their chair.

- The formal mentor is a *procedural* mentor.
- Primary job is to ensure familiarity with departmental, college, and university policies and procedures.
- Should also help understand and navigate culture of the department/university.
- Can also help identify other mentors (e.g., research, teaching, etc.), but is *not* expected to act as your one, single mentor.

Mentoring Resources

Resources for Mentors and Mentees

- [Mentoring Checklist \(Suggested Topics\)–STEM focused](#)
- [Suggested Mentoring Topics–Humanities focus](#)
- [UD Online Resources for New Faculty](#)
- [Discussing 2- and 4-year peer reviews](#)
- [Discussing annual appraisals](#)
- [Discussing UD's temporary COVID-19 policies](#)
- [Tips for saying no](#)

UD Policy Information for Mentors and Mentees

- [Family-friendly policies for faculty](#)
- [Faculty Handbook](#)
- [Collective Bargaining Agreement](#)
- [Provost's Office](#)

Next Steps

- Review your department's formal mentoring policy
- Talk with your chair if you do not yet have a formal mentor
- Reach out to your mentor
- Prepare for your first meeting by reviewing the mentoring checklist (available on the UD ADVANCE website)
- Attend a new faculty networking event for a more in-depth discussion of formal faculty mentoring at UD.
- Let us know if you have any questions!

Keep an Eye For Upcoming Events

- Formal mentoring policy event
- Promotion & tenure workshops
- UD COVID policies workshops
- International faculty events
- CT faculty events
- Themed networking events

Topics such as work-life balance, how to have a voice as a junior faculty member, implicit bias in student evaluations of teaching

Thank You!

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