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.

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.

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 these policies. We distributed copies of our new brochure on family-friendly policies (pictured to the right).

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

Meet the team:
PD: Pam Cook, Unidad Professor of Mathematical Sciences, Associate Dean of Engineering
Director: Emily Bonistall Postel, Ph.D.
Senior Data Analyst: Shannon Vicas, Ph.D.
ADVANCE Scholar: Sharmi Naid, Assoc. Prof., Chemistry & Biochemistry
Administrative Assistant: Lynn McDowell

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The ADVANCE Institute team with the Conference Program Committee Co-Chairs