Partnerships Awarded to UD-ADVANCE PAID: 2008-2013

In targeted STEM departments.

The work of the PAID Grant was supported by NSF Grant No. HRD 819993.

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.

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?

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/T Assistant & Associate Professors

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

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: 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.
- Consult with and support search committees throughout the search process.
- Work to create and foster an environment in which diversity is valued

I receive formal mentoring in within my department

T/T Assistant & Associate Professors

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PROGRESS AND IMPACT

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- 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.

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