Resources for the Recruitment and Retention of Women Faculty at the University of Delaware

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Our Workshops

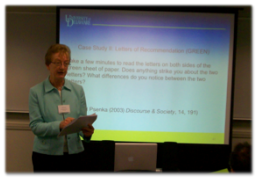
The ***Best Practices in Recruitment*** workshop and supporting materials are aimed at faculty search committees, with a section relevant to the committee chair. Workshop units include:

- **Building candidate pools** (focus on networking and active, continual recruitment)
- Case study—workshop attendees play roles in a **mock faculty meeting,** discussing male and female candidates for an open faculty position
- **Cognitive shortcuts** (implicit bias)
- **Ensuring optimal review** of applications (selection criteria) and a fair interview process
- **Closing the deal**

The ***Faculty Mentoring*** workshop is aimed at senior faculty members who mentor new professors. Workshop units include:

- **Interactive group quiz on UD policies** (stop the clock, research leave, parental/family leave, and administered load)
- **Cognitive shortcuts** (implicit bias) and accumulation of disadvantage
- **"Mentoring Opportunities and Strategies"** group discussion

Materials are adapted from those of the Universities of Wisconsin and Michigan.



Workshop feedback:

"... I don't think mentoring has ever been discussed and it was very helpful to have some guidelines/discussions."

"…[A]ll faculty should attend this workshop…I would welcome seeing some measure of accountability in search committees to implement the practices reviewed today."

UD ADVANCE: A Project for Faculty, by Faculty

ADVANCE at the University of Delaware (UD) holds two workshops, one on faculty recruitment and one on "mentoring the mentors," several times each academic year.

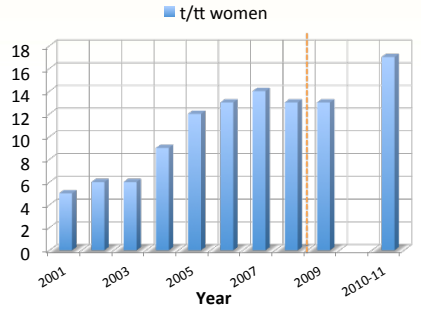
The UD ADVANCE team consists of prominent faculty members distributed equally from the College of Engineering and the College of Arts and Sciences. Using University of Michigan (STRIDE) and University of Wisconsin (WISELI) workshops as models, the UD ADVANCE team created the two workshops with accompanying manuals to present to their colleagues—faculty and administrators in STEM fields.

Our workshops are developed and given "for faculty, by faculty." In the process of preparing the two workshops, the UD ADVANCE team read and discussed literature relevant to diversifying STEM faculties. We found that this aspect of our program impacted the university environment even before we began formally presenting workshops, as our team members themselves influenced institutional practices in their positions as department chair, dean, deputy dean, associate dean, provost, and vice provost. We are expanding and rotating this cohort of involved faculty as we recruit and train new members.

http://www.engr.udel.edu/advance/index.html

Our People

Since the start of our project, a number of the ADVANCE members moved into positions of leadership, further institutionalizing our work. The interim dean of Engineering (and project PI) became dean; the dean of Arts and Sciences (and project co-PI) became provost; one team member (female) became chair of Mechanical Engineering; another member became associate provost for Graduate Studies and reports that ADVANCE "pervades 80% of his interactions" within the new position.



Percent of tenured/tenure-track faculty in Engineering at UD over the last decade. Orange line shows start of ADVANCE project.

Other UD Programs To Support Women in STEM:

- "Success Strategies for Emerging Faculty" workshop, September 11-13, 2010
- Women in Engineering (WIE) Graduate Steering Committee
- Family-friendly policies such as "stop the clock for tenure" following the birth or adoption of a child
- "Starting a Cycle of Mentoring: STEM Women and Girls in Delaware" AAUW Community Action Grant

http://www.engr.udel.edu/wie/index.html