



# UD ADVANCE Year Four: Adapting Our Workshops to Accommodate Demand

Pam Cook and Heather Doty  
University of Delaware



## Background

ADVANCE at the University of Delaware (UD) seeks to transform the culture for women faculty in science, technology, engineering, and math (STEM) fields by educating STEM administrators and faculty on best practices for the recruitment and retention of faculty. To this end, the ADVANCE team holds two workshops several times each academic year:

- Best Practices for Faculty Recruitment
- Faculty Mentoring: "Mentoring the Mentors"



Groups work busily during a workshop activity

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 *for faculty by faculty*. Our team read studies on implicit bias and how it affects women in STEM fields before applying this knowledge toward creating the workshops. We bring this education into the departments directly, through faculty meetings and other interactions with colleagues, as well as through the workshops.



Prof. Anette Karlsson presents at a workshop

Our faculty team of workshop developers and presenters expands and rotates over time as members go on sabbatical or take on other professional roles. ADVANCE members have moved into leadership positions such as provost, dean, department chair, and vice provost for graduate studies. UD benefits as these faculty members take their ADVANCE education with them.



Prof. Michael Chajes keeps his group on task during a table discussion.

## Year 4

In this fourth and final year of our grant we are expanding our work both within and beyond our campus as we plan for the continuation of the program after the NSF-funded years.

**At UD** We have reached close to 100 STEM faculty members (over one-third of all STEM faculty), almost all tenured, through our workshops over the last three years. The majority of senior faculty members who serve on search committees or as formal mentors to junior faculty have attended at least one of our workshops. We are therefore adapting our Faculty Recruitment workshop this fall to accommodate requests from small clusters of search committees. These adapted workshops are focused on the needs of the specific attendees, and thus are shorter than our usual workshops (two hours rather than three).

Similarly, we anticipate modifying our "Mentoring the Mentors" workshop next spring to serve as a shorter refresher rather than an introduction to formal mentoring. Our goal is to continue to engage the senior faculty mentors and keep them up to date on their responsibilities through short time commitments and focused activities.

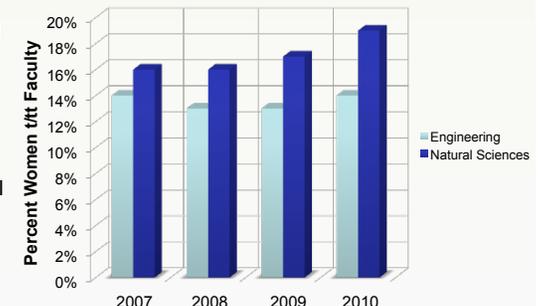
### Taking Our Work on The Road

We have also received requests from outside UD. We presented our work at Delaware State University and spoke on mentoring for women in science at Dartmouth College. We did a "train the trainers" recruitment workshop at Delaware County Community College in Pennsylvania, which is looking to hire more underrepresented minority faculty members. In addition to sharing our workshop with them, we presented them with a comprehensive list of general workshop "best practices."

**ADVANCE "Alumni" Event** Dr. Geri Richmond, consultant on our grant, will be making a visit this fall. We are using this opportunity to enable a reunion of our workshop alumni. Dr. Richmond, the Richard M. and Patricia H. Noyes Professor of Chemistry at the University of Oregon, will speak on her work through COACH (Committee for Advancement of Women in Chemistry), sponsored by NSF, NIH, and DOE, on running training workshops on diversity issues for department chairs in specific STEM disciplines.

## Conclusion: Have We Made Progress at UD?

This graph shows the percentage of women tenure/tenure-track faculty in engineering and the natural sciences at UD. (Computer Science moved to the College of Engineering in 2010, but is counted here in natural sciences for all years). Recruitment is going well—1/3 of faculty hires the last two years in Engineering were women—but retention is an area where we need to concentrate. We've made progress in hiring several excellent women in recent years, and we must make efforts to foster their success at UD. We strive to increase the number of women in STEM at all ranks, from assistant professor to chaired professor to upper administration.



Project Funded by NSF HRD-0819993

Pis:

- M. Chajes, Prof. Civil Engineering
- T. Apple, Provost
- P. Cook, Prof. Math, Associate Dean, Engineering
- K. Scantlebury, Prof. Chemistry