CALS New Faculty Orientation
October 21, 2015

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• CALS Equity Advisor
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History of ISU-ADVANCE

- NSF-funded 5-year grant
- 3 colleges, 3 departments each
- Enhance recruitment, retention and advancement of women in STEM fields
- Create the infrastructure for transforming university structures, cultures, and practices in ways that enable us to recruit and retain a diverse, highly qualified and cohesive faculty body
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Contemporary ISU-ADVANCE

- NSF grant period completed
- ADVANCE is institutionalized at ISU
- Each college has an Equity Advisor
- Lisa Larson is ADVANCE Faculty Fellow
- “Collaborative Transformation” is now “Department Enhancement Program”
University-level ADVANCE

• Department Enhancement Program (DEP)
  – Systematic method for gathering and analyzing information about the culture of a work environment
  – Draft a brief report for the faculty that can be used to further department/program goals
  – Prepare for external program reviews, for reconfiguring departmental structures when new programs are being developed and implemented, and for long-range planning
University-level ADVANCE

• Fellow is liaison with Office of the Provost
  – Convene monthly meetings of all Equity Advisors (EAs)
  – Convene ADVANCE Program Council
  – Organize university-level workshops

• National Center for Faculty Development and Diversity institutional membership
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  [www.facultydiversity.org](http://www.facultydiversity.org)
CALS Equity Advisor

- Work with CALS college leadership to:
  - plan, coordinate, and implement ADVANCE efforts in the college
    - Train CALS faculty search committees in best practices for faculty searches
      - Aligned with commitment to diversity efforts
      - Broaden the applicant pool
      - Recognize and avoid unintentional bias
      - Recruit outstanding new faculty to ISU
A is for ADVANCE
CALS Equity Advisor

- Work with CALS college leadership to: plan, coordinate, and implement ADVANCE efforts in the college

  ✓ Participate in CALS Cabinet meetings
  ✓ Provide touch points about ADVANCE activities and resources to further diversity goals
  ✓ Work to extend benefits of ADVANCE throughout all departments in the college
CALS Equity Advisor

• Work with CALS college leadership to: plan, coordinate, and implement ADVANCE efforts in the college

✓ Discussant in CALS faculty workshops on Promotion and Tenure
✓ Organize ADVANCE networking events
✓ CALS Strategic Planning Committee
CALS Equity Advisor

- Work with CALS Diversity Leadership to help recruit underrepresented students
  - Meet with CALS Diversity Leadership team
  - Participate in diversity-related events
  - Work with George Washington Carver interns
  - Recruitment at career fairs
  - Linkages with 1890s Institutions
CALS Equity Advisor

- Liaison between CALS and ADVANCE at the university level
  - Lead and provide support for ADVANCE events on campus
  - Encourage participation by CALS faculty in ADVANCE events
  - Work-life balance events
  - Mentoring workshops
CALS Equity Advisor

• Liaison between CALS and ADVANCE at the university level

  ✓ Meet regularly with Equity Advisors to ensure coordination and synergy of ADVANCE activities, including training and resources
  ✓ Meet with EAs and university leadership regarding the staffing and financial support needed to successfully institutionalize ADVANCE programs
Thank you!

☑ Any questions?

☑ Contact me at any time:
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