CALS New Faculty Orientation
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History of ISU ADVANCE

• NSF-funded, 5-year grant in 2006
• 3 colleges, 3 departments in each
• Enhance recruitment, retention and advancement of women and underrepresented groups in STEM fields
• Create 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
Contemporary ISU ADVANCE

- NSF grant period completed
- ADVANCE is institutionalized at ISU
- Each college has an Equity Advisor
- 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
  - Lisa Larson
  - 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
  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

  ➢ In partnership with CALS HR
  ➢ Broaden the applicant pool
  ➢ Recognize and avoid unintentional bias
  ➢ Recruit outstanding new faculty to ISU
In Provost’s website
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
  ✓ Discussant in CALS P&T workshops
  ✓ Organize ADVANCE networking events
CALS Equity Advisor

- Work with CALS Diversity Leadership to:
  help recruit underrepresented students (pipeline)

  ✓ In partnership with CALS Assistant Dean of Diversity
  ✓ Participate in diversity-related events
  ✓ Work with George Washington Carver interns
  ✓ Recruit 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
- Organize workshops: work-life satisfaction, mentoring, unconscious bias
- Meet regularly with Equity Advisors to ensure coordination and synergy of ADVANCE
Thank you!

✓ Any questions?

✓ Contact me at any time:
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  4-4100 (leave message)