CALS New Faculty Orientation
November 29, 2016

Susan J. Lamont
• CALS Equity Advisor
• C. F. Curtiss Distinguished Professor of Agriculture and Life Sciences
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
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: Kathey Schuckert
➢ Broaden the applicant pool
➢ Recognize and avoid unintentional bias
➢ Recruit outstanding new faculty to ISU
A is for ADVANCE

ISU ADVANCE
Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers

The ISU ADVANCE Program is supported by the National Science Foundation through an ADVANCE Institutional Transformation Award. The ISU ADVANCE Program is funded for 5 years (2006-2011).

The goal of the ISU ADVANCE Program is to investigate the effectiveness of a multilevel collaborative effort to produce institutional transformation that results in the full participation of women faculty in science, technology, engineering and math fields in the university.

More about ADVANCE >

Events & Lectures of Interest

- Events from 2010-2011

News

- Spring & Fall, 2011
  University and College Awards to STEM Women Faculty and ADVANCE Participants.
  - July 15, 2011
    ISU physicist Maryly Sanchez is part of a world-wide team conducting research on neutrinos. Read the Article.
  - June 28, 2011
    ISU animal scientists Susan J. Lamont, Max Rothchild and Michael Persia will study heat stress in poultry. Read the Article.

Quick Links

- September 2011: Year 5 Annual Report (PDF, 3.23 MB, 157 pages)
- July 2011: “A Tale of Ten Departments: A Readers' Theatre Script” (PDF 34.5 KB, 4 pages) from April 20, 2011 ADVANCE Workshop: On the Path to Transformation: Looking Back and Looking Forward with ISU
- April 2011: Final Faculty Department Synthesis Report
- April 14, 2011: ADVANCE e-Updates
- April 2011: Managing Your Time Dr. Susan N. Johnson, University of Iowa. PowerPoint (PDF), 8 pages
- Spring 2011: Pathways to
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
  ✓ In partnership with CALS Assistant Dean of Diversity, Theressa Cooper
  ✓ 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
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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