History of ISU ADVANCE
• NSF-funded, 5-year grant in 2006 -- 3 colleges with 3 departments in each undergo Collaborative Transformation
• 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
• ADVANCE is institutionalized at ISU -- each college has an Equity Advisor, all departments participate
• “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 report for the faculty that can be used to further department/program goals
  – When? Prepare for external program reviews, for reconfiguring departmental structures when new programs are being developed and implemented, and for long-range planning
• Website on the Provost’s page – resources for faculty searches, faculty development and more
• University professional development events for faculty

CALS Equity Advisor – leads ADVANCE programming in the college

• 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 UHR staff
      ➢ Broaden the applicant pool
      ➢ Recognize and avoid unintentional bias
      ➢ Recruit outstanding new faculty to ISU
    ✓ Participate in CALS Cabinet meetings
    ✓ Provide touch points about ADVANCE activities and resources to further equity goals
    ✓ Discussant in CALS P&T workshops
    ✓ Organize ADVANCE networking events
  ❖ Help recruit under-represented students (pipeline to the professoriate)
    ✓ In partnership with CALS Assistant Dean of Diversity
    ✓ Work with George Washington Carver summer undergraduate interns
    ✓ Recruit at career fairs
    ✓ Build linkages with 1890s Institutions

• Liaise 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 activities