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