CALS New Faculty Orientation
September 13, 2018

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CALS Equity Advisor
C. F. Curtiss Distinguished Professor of Agriculture and Life Sciences
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 in Provost’s Office
- “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, Professor of Psychology
  – 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
In Provost’s website

ISU ADVANCE
Iowa State University

Julia Dominguez, Associate Professor, World Languages and Cultures

ISU ADVANCE

ISU ADVANCE has become Iowa State's most prominent vehicle to recruit, retain, and advance women and people of color in faculty positions. We are known for a well-managed network, innovative research, and an integrated approach to change at all levels of the university. We work within departments using a collaborative transformation approach to improve the work environment for all faculty members. Our program identifies cultures, practices, and structures that enhance or hinder the careers of ISU faculty and works with faculty and administrators to transform university policies, practices, and academic culture in pursuit of a diverse and vibrant faculty in all academic disciplines. For more information, contact ISU.advance@iastate.edu or click one of the links below:

- About us
- Overview
- Faculty search resources
- ADVANCE resources
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 Human Resources
➢ Broaden the applicant pool
➢ Recognize and avoid unintentional bias
➢ Recruit outstanding new faculty to ISU
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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