

ISU ADVANCE Overview

- ISU ADVANCE originally funded (from 2006-2011) by a National Science Foundation transformation grant of \$3.3M
- Goal of helping recruit, retain, and promote female & underrepresented faculty in STEM
- Since 2011 has expanded presence and impact to all 8 colleges
- Overarching success in institutionalizing positive change in ISU policies, practices, and structures

Provost Level Leadership

- Faculty Fellow provides leadership for ISU ADVANCE, reporting to Associate Provost
- **Initiatives:**
 - Celebrating 10 years of ISU ADVANCE
 - Institutionalizing Department Enhancement Program (DEP)
 - Supporting/training college Equity Advisors
 - Leading professional development programming for associate professors
 - Participating regularly in department chair training

College Level Leadership: Equity Advisors (EAs)

- Equity Advisors in place in all eight colleges
 - Demographics: 2 men, 6 women; 4 faculty born outside the U.S; 4 faculty of color.
 - Funded at various levels by colleges, from teaching reduction to buying out time.
 - Typically part of the Dean's team
 - Train faculty search committees
 - Lead college-wide faculty development efforts

Sample projects: Search training video (Vet Med); leadership and implementation of diversity and inclusiveness in curriculum; diversity training in College of Human Sciences; chair training; improved recruitment of female faculty in College of Engineering

Programming: Faculty search training; female faculty networking lunches by rank in College of Agriculture and Life Sciences; college diversity committee leadership/participation; leadership (surveys, reports, web resources, task force in College of Business); diversity programming (e.g., professional development mentoring, promotion and tenure, Iowa State Conference on Race and Ethnicity)

National Visibility: Lamont, S., Larson, L. M., Sundrarajan, S., & Haddad, M. (2016, May). *Institutionalizing ADVANCE: Successes and Challenges of Expanding Equity Advisors to All Colleges*. Session presented at the Association for Women in Science/ADVANCE National Conference, Baltimore, MD.

Department Level Leadership: Department Enhancement Program (DEP)

DEP Timeline

- DEP implemented an innovative action-oriented process to change department culture, policies, and practices
- Linked to existing department or program review process
- Department chair and focus groups by rank are interviewed on issues related to transparency
- Department reports are generated and shared with department faculty
- Faculty tailor a departmental action plan based on DEP findings
- Deans receive summary at conclusion of process

Themes generated from first 9 departments (N = 278 participants, 74%)

1. Collegiality and Work Environment
2. Faculty Recruitment and Hiring
3. Promotion, Tenure and Faculty Evaluation Processes
4. Mentoring Faculty
5. Work-life Balance and Family Friendly Policies
6. Teaching Loads, Course Distribution Practices and Rewarding Teaching
7. Facilities, Administrative Support and Technical Support

Sharon R. Bird, Carla Fehr, Lisa Larson, and Molly Sween. 2011. *ISU ADVANCE Collaborative Transformation Project: Final Focal Department Synthesis Report (March 2011)*. Iowa State University ADVANCE Program.

DEP Follow Up

- Second department interview occurs an average of 6 years after DEP
- Interviews conducted with chairs, ISU ADVANCE professors
- 10/11 DEP departments
- Assess follow through on departmentally generated action plans

DEP Impact

- Average 13.7 actions taken per department
- Average 76.9% of action items were acted upon
- 20 departments have participated since 2007

National Visibility: Larson, L. M., Schenkenfelder, M. & Bird, S. (May 2016). *Transforming the Institution One Department at a Time*. Poster presentation at the 2016 National ADVANCE/AWIS Conference, Baltimore, MD.