

**Annual Report 2005 to the
Keeping our Faculties of Color Leadership Team
From the Office of the Provost**

Ongoing Projects

- 1. Faculty Search Handbook – A Resource Guide for Recruiting Excellent and Diverse Faculty-** *currently under going revision; to post by January 1, 2006 on Office of the Provost website.*

Iowa State University Implementation Plan for Diversity, Equity, and Community has a recommendation, section 3.2 to “Actively recruit diverse faculty”.

This handbook is created in keeping with the Iowa State University Strategic Plan for 2005-2010 goals to “*Recruit and retain outstanding faculty who are or will be leaders in their fields*”; to “*Recruit and retain faculty, staff, and students who are dedicated to individual and organizational excellence and achievement*”; to “*Expand the diversity of people, ideas, and cultures, and nurture an environment in which diversity can thrive*”, and “*To foster an environment in which all members of the university community can contribute their fullest while pursuing satisfying personal lives*”.

The search for a new faculty member is both structured by policies and unique, since each opportunity varies. We have the assignment of finding the best candidates while the candidates are determining if they want Iowa State University to be their institutional home. ***Focusing on diversity and looking for more ways to be truly inclusive and making full use of the contributions of all is best practices and an avenue to becoming the best land grant university in the nation.*** This focus will result in having a dynamic intellectual community that will meet the needs of our students, university community members, and our varied stakeholders. Part of diversity consists of each person coming to terms with his or her attitudes, beliefs, and expectations of others; gaining comfort with differences; and developing awareness and understanding. ***Building a diverse culture and community by recruiting the best candidates from a diverse pool is the avenue to competitive excellence in becoming the best, and will be a necessity for institutional success.***

- 2. Website – Diversity Resources for the Website of the Office of the Provost**

Recommended in the Diversity Leadership document related to the Response to the Implementation Plan. *In process of formatting to post on Office of the Provost website by January 1, 2006.*

This is a website that will document University-wide topics and links to other websites, including the HRS Office of Equal Opportunity and Diversity (OEOD) Diversity Resources Page. This list has been reviewed and will be placed on the Provost Office webpage. These are University-centered resources that will supplement and not replace the HRS OEOD website. Goal: the Office of the Provost will emphasize the importance

of diversity and facilitate progress. The Office of Equal Opportunity and Diversity also has a website for diversity outreach resources for faculty vacancies:

<http://www.hrs.iastate.edu/AAO/Outreach/Outreach.shtml>

OEOD Diversity at ISU

<http://www.hrs.iastate.edu/AAO/eod/homepage.shtml>

3. Mentoring Committee Review – Task Force Meeting December 12, 2005

Iowa State University Implementation Plan for Diversity, Equity, and Community has a recommendation, section 3.6 for “Mentoring” and some listed outcomes are “provide training, enhance mentoring, paired faculty, assess mentoring, resources, evaluations”.

- a. A committee has been formed to review the current mentoring system at ISU. The charges to this committee include:
 - Examine the current ISU mentoring program and make recommendations for effective change with the best options for use of the current funding, and also options ranging from low cost to high cost.
 - Make recommendations for mentoring program feasibility for associate professor career advancement compared to the current program for non-tenured faculty. Similar or different model recommended?
 - Make recommendations for best practices in mentoring and selection of mentors.
 - Identify specific needs for best practices and mentoring under-represented faculty. This may include interviewing faculty.
 - Examine the feasibility and usefulness of mentoring beyond the university community, e.g., businesses, social structures, especially for women and underrepresented groups. Also, examine feasibility of the interaction of the ISU Alumni. Therefore, examine mentoring that may extend beyond the university and related issues, e.g. networking for success.
 - Possible recommendations for learning communities for new faculty and group size (10?).
 - Recommendations for website and resources related to mentoring.
 - Recommendations and report to the Provost by March 1, 2005.
- b. Possible Learning Communities for New Faculty will be a consideration in this context and general university initiatives.

4. Workshops for Department Chairs

Various workshops have been conducted for department chairs to assist them in recruiting and retaining faculty which range from “evaluation of teaching for P&T” and “continuous improvement for faculty workload and flexibility”. Topics now need to be extended to areas such as creating an inclusive climate for faculty diversity.

Also see item 6 below.

Potential Programs Being Examined

5. Search Committee Training

The Iowa State University Implementation Plan for Diversity, Equity, and Community has a recommendation, section 3.4 to “develop training programs for Chairs, P&T Committees and Deans”. An extension of this would be to train search committees.

Training occurs for search committees at other universities and has been well received. These workshops help search committee chairs run effective and efficient search committees, recruit excellent and diverse applicants, and conduct fair and thorough reviews of candidates, and aid to eliminate inappropriate bias. A leading institution in this area has been the University of Wisconsin:

http://wiseli.engr.wisc.edu/initiatives/hiring/training_hiring.html

“In collaboration with the Provost’s office, Office of Human Resources, and the Equity and Diversity Resource Center, we have developed a three-session program for chairs of search committees. All three workshops are based on concepts of active learning and will encourage small groups of search committee chairs to learn from each other’s experiences as they discuss relevant topics.”

Goal: To create a toolbox for ISU that can be used to train search committees and committee chairs.

6. Workshops on P&T for Ethnic, Race, Gender, and Women's Studies Faculty at UIUC – A Potential Model

The Iowa State University Implementation Plan for Diversity, Equity, and Community has a recommendation, section 3.4 to “develop training programs for Chairs, P&T Committees and Deans”.

From UIUC, “The tenure and promotion of ethnic, race, gender, and women's studies faculty in universities remains an important issue facing U.S. higher education today. The purpose of this jointly-sponsored (Asian American Studies, African American Studies and Research, American Indian Studies, Gender and Women's Studies, and Latina/o Studies) workshop is to provide information about the tenure and promotion process at UIUC, as well as to create a context in which a stimulating dialogue about tenure and promotion among scholars can take place.”

ISU will be examining this workshop series to possibly have speakers present a workshop at ISU. A conference call between Illinois and Dr. Susan Carlson has occurred, and Dr. Kent Ono is willing to work with ISU and potentially come to campus.

7. The Future of Minority Studies

The Future of Minority Studies Research Project (FMS) at Cornell was initiated in 2000 by a consortium of scholars and academic institutions with a primary interest in minority

identity, education and social transformation. FMS is organized as a mobile “think tank” designed to facilitate focused and productive discussions across disciplines. These discussions focus on carefully defined questions about the role of higher education in a multicultural democracy and the need for an adequate conception of minority identities as the basis for progressive social change. <http://www.fmsproject.cornell.edu/>

Dr. Nana Osei-Kofi in Educational Leadership and Policy Studies at ISU is interested in this project and the participation of ISU.

8. Mini-grants Programs for Diversity

The Iowa State University Implementation Plan for Diversity, Equity, and Community has a recommendation, section 3.5, to “dedicate funding to increase support of diverse(ity) faculty teams”. “Funding should be provided to: 1) offer competitive mini-grants to help team development; 2) require a statement of how this will impact university diversity; 3) sponsor grant workshops; 4) maintain email system for alerts.

Mini-grant programs are in place at the University of Minnesota and Wisconsin. These grants have a large variation in focus and sponsors. Focus areas need to be identified for ISU.

The Provost’s Office has started in this area with The Women’s Enrichment Fund Mini Grants. <http://www.provost.iastate.edu/faculty/diversity/mini-grants/> The Women’s Enrichment Fund is designed to support initiatives that will enrich the experiences of women faculty, staff and students at Iowa State University. For the 2005-06 fiscal year, \$25,000 is available to be awarded in “mini-grants” to support initiatives affecting women on the ISU campus. Funds may also be requested for seed money, to stimulate additional donations from other sources in support of women. Examples of initiatives eligible for funding might include:

- Leadership programs for women faculty, staff, and students.
- Enrichment or development of courses on topics related to women’s issues.
- Lectures by outstanding women leaders and role models.
- Mentoring programs for women faculty, staff and students.

Dr. Carlson recently (December 2, 2005) met with recipients and non-recipients of these grants to discuss focus areas and the future.

External Proposals for Funding

9. Submitted Proposals

- a. NSF Proposal “ADVANCE at Iowa State University; Comprehensive Institutional Intervention Strategy”, PI – Dr. Susan Carlson, submitted Summer 2005. ISU has submitted a \$3.5 million proposal to the NSF ADVANCE program supporting institutional change for women in STEM fields. The proposal is based on department-level cultural transformation and guided by ISU cross-disciplinary methodology and ongoing research.

- b. Alfred K. Sloan Foundation Proposal “Proposal to Transform Work-Life Balance at Public Universities” submitted December 2005 by the Office of the Provost.