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)

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


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