Enhancing the UWF Culture for Women Faculty in STEM

2015 ADVANCE Showcase
April 10, 2015
NSF UWF Faculty ADVANCE Program

• **Overall Purpose:**
  
  Adapt best practices for *Enhancing a Supportive and Inclusive Culture for Recruiting, Retaining, and Advancing Women Faculty in STEM*

• NSF-funded 5-year $598,354 grant (2011-2016)
  
  – Currently in year 4

• [uwf.edu/advance/](http://uwf.edu/advance/)
  
  – Overview of ADVANCE Scholars, events, resources and partners
ADVANCE Investigator Team

- Eman El-Sheikh, PI and Project Director
- Sherry Schneider, co-PI
- Pamela Vaughan, co-PI
- Susan Walch, co-PI
- Hui-Min Chung, co-PI
- Kristina Bauer, Consultant
- Carla Thompson, Evaluator
- Irina Kantaras, Program Graduate Assistant
- Maureen Howard, Evaluation Graduate Assistant
ADVANCE Teams & Partners

• Internal Steering Committee
• External Advisory Board
• WLE Task Force *(Work-Life Effectiveness)*
• STRIDE Task Force *(Strategies and Tactics for Recruiting to Improve Diversity and Excellence)*
• UWF Partners
• External Partners
ADVANCE Units

- Anthropology and Archaeology
- Applied Science and Technology
- Biology
- Center for Environmental Diagnostics & Bioremediation
- Chemistry
- Computer Science
- Economic Science
- Electrical and Computer Engineering
- Environmental Studies
- Government/Political Science
- Justice Studies
- Mathematics and Statistics
- Physics
- Psychological and Behavioral Sciences
ADVANCE Scholars

**Anthropology and Archaeology**
- Joanne Curtin
- Kristina Killgrove

**Applied Science and Technology**
- Lakshmi Prayaga

**Biology**
- Hui-Min Chung
- Toby Daly-Engel

**Chemistry**
- Karen Molek
- Pamela Vaughan

**Center for Environmental Diagnostics and Bioremediation**
- Jane Caffrey

**Computer Science**
- Laura White
- Sikha Bagui
- Eman El-Sheikh

**Electrical and Computer Engineering**
- Bhuvana Ramachandran

**Government / Political Science**
- Jenna Emery
- Jocelyn Evans
- Michelle Williams

**Mathematics and Statistics**
- Jia Liu
- Florentina Tone

**Psychology**
- Kristina Bauer
- Lisa Blalock
- Jane Halonen
- Erica Jordan
- Valerie Morganson
- Vanessa Rainey
- Sherry Schneider
- Claudia Stanny
- Lisa VanWormer
- Susan Walch

**Justice Studies**
- Sara Evans
- Natalie Goulette
- Katherine Johnson
- Jamie Snyder
- Cheryl Swanson
- Kimberly Tatum
ADVANCE Activities

- Career Networking and Proposal Development Awards
- Mentoring Program & Expert Hotline
- Professional Coaching Program
- Scholars Luncheons
- Distinguished Visiting Scholar Series
- Professional and Leadership Development Workshops
- Diversity Training for Administrators
- Network of Research Scholars
- Annual Showcase & Scholars Celebration
- STRIDE Task Force
- WLE Task Force
<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Description</th>
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<tr>
<td>2011-2012</td>
<td>Dr. Karen Molek</td>
<td>Collaboration and networking with the College of St. Benedict/St. John’s University to enhance recruitment and retention underrepresented groups in Chemistry.</td>
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<td>2012-2013</td>
<td>Dr. Erica Jordan</td>
<td>Conducted pilot studies to evaluate and develop a preconception peer education program concerning racial disparity in infant mortality.</td>
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<tr>
<td>2012-2013</td>
<td>Dr. Florentina Tone</td>
<td>Organized an international research group to study the existence and convergence of attractors for different partial differential equations.</td>
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Faculty Career Networking and Grant Proposal Development Awards

2013-2014
Dr. Hui-Min Chung        Dr. Karen Molek

Networked with LSU and UMBC to expand opportunities for STEM student retention and success and explore research and education collaborations.

2014-2015
Dr. Kristina Bauer

Networked with Dr. Eric Surface to examine learning styles in organizational training and development.
Mentoring Program

• 2013-2014:
  – Matched mentors and mentees based on survey input
  – Provided training for both mentors and mentees
  – Established Mentoring Advisory Committee:
    • Dr. Carl Backman, College of Business
    • Dr. Carla Thompson, College of Education and Professional Studies
    • Dr. Lusharon Wiley, Dean of Students Office
  – Established Expert Hotline

• 2014-2015:
  – 22 mentor-mentee pairs
  – Present program evaluation at various conferences
Professional Career Coaching

• Goal: Provide coaching services to ADVANCE Scholars who are transitioning to leadership or new roles

• Coach: Dr. Joan Brannick, Brannick HR Connections

• 2014-2015 Participants
  – Dr. Hui-Min Chung, Biology
  – Dr. Joanne Curtin, Anthropology and Archaeology
  – Dr. Jia Liu, Mathematics and Statistics

• 2013-2014
  – Dr. Claudia Stanny, Psychology
  – Dr. Kimberly Tatum, Justice Studies
  – Dr. Michelle Williams, Government

• 2012-2013
  – Dr. Jocelyn Evans, Government
  – Dr. Sherry Schneider, Psychology
  – Dr. Pam Vaughan, Chemistry
Scholars Luncheons

• Facilitate networking among faculty
• Three per semester
• Topics Include:
  – ADVANCE activities, professional development
  – Mentoring Program and recognition of the mentors
  – Research presentations by ADVANCE Scholars
  – Tenure and Promotion Roundtable Discussion
• Expanded to included women faculty in Health departments
Distinguished Visiting Scholars

• 2012-2013
  – Dr. Mary Silver, Professor Emeritus of Biological Oceanography at UCSC
    • Hosted by Dr. Jane Caffrey, CEDB
  – Dr. Kimberley Frederick, Associate Professor of Chemistry at Skidmore College
    • Hosted by Dr. Karen Molek, Chemistry
Distinguished Visiting Scholars

- **2013-2014**
  - Dr. Judie Bronstein, University Distinguished Professor of Ecology and Evolutionary Biology at University of Arizona
    - Hosted by Dr. Toby Daly-Engel, Biology
  - Dr. Carol Tavris, Author and Social Psychologist
    - Hosted by Dr. Jane Halonen, Psychology
  - Dr. Wendy Regoecezi, Associate Professor and Director of Criminology Research Center at Cleveland State University
    - Hosted by Dr. Kimberly Tatum, Justice Studies
Distinguished Visiting Scholars

- 2014-2015
  - Dr. JoAnn Moody, Faculty Development and Diversity Consultant
    - Hosted by Dr. Kristina Bauer, Psychology
  - Dr. Jane Tucker, Consultant, COACH Program, University of Oregon
    - Hosted by Dr. Hui-Min Chung, Biology
2014-2015 P&LD Workshops

Fall 2014

• Oct. 10: Grant Writing for External Funding of Scholarship*
• Nov. 21: Research Abroad: Panel Discussion on Applying for a Fulbright Award

Spring 2015

• Jan. 16: Preparing for Tenure and Promotion
• March 6: Managing Difficult Conversations

Workshops open to all faculty

*In partnership with CUTLA, RSP and Research Connections

All other workshops sponsored by CUTLA
COACH Negotiation Workshops

- Facilitator: Dr. Jane Tucker
- Workshops open to all women faculty & junior men faculty
  - March 5 & 6, 2015
- Interactive workshops that focused on the importance of negotiation, successful negotiation techniques and styles, etc.
Administrator Training

• Diversity Recruitment, Hiring, and Retention Workshops
  – January 29 & 30, 2015

• Facilitator:
  – JoAnn Moody, PhD, JD

• Various workshops for deans, chairs, search committee chairs, HR and administrators
  – Interactive discussions and best practices for enhancing faculty diversity and success
Work-Life Effectiveness (WLE) Task Force

• Goal
  – Evaluate and advocate for policies, practices, and services that support and enhance work-life balance

• Initiatives
  – UWF Work-Life A-Z Guide ([www.uwf.edu/advance](http://www.uwf.edu/advance))
  – Did you know? Guide ([www.uwf.edu/advance](http://www.uwf.edu/advance))
  – UWF Parent Association
  – Lactation room in Library for faculty, staff and students
  – Tenure-clock extension policy (in progress)
  – Child care options for faculty (in progress)
Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Task Force

• Goal
  – Review recruitment and retention policies and procedures
• Initiatives
  – Disseminated reports on UWF faculty diversity data
  – Developed recommendations for enhancing faculty diversity
  – Developed and disseminated Diversity Recruitment and Hiring Best Practices guidelines (with Dr. Kristina Bauer)
  – Investigating factors influencing promotion to Professor (in progress)
Faculty Climate and Culture Survey

• Goals:
  – Gauge faculty perceptions of UWF climate and culture
  – Provide data for future initiatives and grants
  – Assess impact of ADVANCE program

• Initial survey in 2012 to guide grant efforts
• Follow up survey in Spring 2015
• Over 50% response rate on both! Thank you!
Broader UWF Impact

• Partner with Association of Women In Science (AWIS) chapter to host *Women in Science Reception*

• Invite faculty and administrators to luncheons and workshops

• Work with Provost’s Office and HR on policies and procedures

• Provide resources and support and for faculty, staff and students

• *Enhance the climate and culture for all UWF faculty!*
UWF on the National Map

• Share our materials and results via NSF ADVANCE conference and portal

• Partnerships with other institutions
  – Institute for Women’s Policy Research NSF Proposal: *Creating Institutional Change: An Intervention to Expand Opportunities for Women Faculty of Color in Engineering*
  – Fielding Graduate University and the Society of STEM Women of Color NSF Proposal: *Expanding Opportunities for UnderRepresented Scholars (E-OURS)"
Future Directions

• Enhance and expand ADVANCE activities
  – Mentoring for faculty and students
  – TED Talk luncheons for faculty

• Keynote Luncheon in Fall 2015
  – Dr. Patrice McDermott, UMBC
    Vice Provost for Faculty Affairs

• Explore opportunities for future initiatives
  – NSF Institutional Transformation grant
  – Collaborations with other institutions
Thank you!

UWF Faculty ADVANCE Program
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