

History & Overview

Originally funded by a National Science Foundation grant from 2006 to 2011, the goal of ISU ADVANCE was to increase the participation and advancement of women faculty in science, technology, engineering, and mathematics through transformational institutional change. Following the initial grant, ISU ADVANCE has evolved from a focus on women in STEM disciplines to a subsequent emphasis on underrepresented faculty and finally to an institutionalized program with broad impact across the university community.

Today, ISU ADVANCE is housed within the Office of the Senior Vice President and Provost and is a prominent vehicle to recruit, retain, and advance all faculty. Our program transforms structures to enrich ISU faculty careers. Our team works with university administrators, faculty, and staff to cultivate policies, practices, and cultures to achieve a diverse and vibrant faculty across the university community.

Equity Advisors

EAs promote best practices in recruiting, retaining, and promoting high-quality diverse faculty and develop solutions to campus challenges. All EAs are tenured faculty who report to either the Dean or a member of the Dean's cabinet. EAs work with their respective deans, diversity committees, department chairs, and faculty in their colleges to implement best practices for faculty searches and transform policies and practices that help faculty succeed in moving through the ranks and being successful.

Key achievements:

- Helped to cultivate flexible faculty policies at ISU
- Lead search committee and promotion and tenure committee trainings
- Facilitate networking and professional development workshops
- Mentor faculty
- Lead college-wide faculty development and diversity initiatives

Equity Advisors

- Susan Lamont, College of Agriculture and Life Sciences
- Huifang Mao, Ivy College of Business
- Monica Haddad, College of Design
- Michelle Soupir, College of Engineering
- Christa Jackson, College of Human Sciences
- Javier Vela, College of Liberal Arts and Sciences
- Susan Vega-García, University Library
- Heather West Greenlee, College of Veterinary Medicine

Department Enhancement Program (DEP)

The DEP, originally referred to as Collaborative Transformation, began in 2006. Initially funded through the National Science Foundation, DEP is a part of ADVANCE, which helps to transform university structures, cultures, and practices to recruit, retain, and promote a diverse, highly-qualified, and cohesive faculty. DEP is now an institutionalized part of Iowa State University. An innovative action-oriented program suited to improve departmental climates, DEP features a systematic method for collecting and analyzing data from chairs and faculty about the department climate. DEP is designed to cultivate faculty satisfaction, inclusion, and engagement.

Key achievements:

- More than 30 departments have participated in DEP since 2006
- 76.9% of action items were implemented

Department chairs can request DEP for their units. A trained DEP facilitator conducts separate, confidential 90-minute interviews or focus groups with:

- Department chairs
- Faculty by rank across term, tenure-track and tenure classifications

In exploring the department's structures, processes, and climate, interviews cover:

- Recruitment and retention of diverse faculty
- Responsibilities in research, teaching, extension, outreach, and service
- Advancement and evaluation
- Mentoring and leadership development
- Resource distribution
- Faculty relations, collegiality, and networking
- Faculty satisfaction
- Career flexibility

- Work-life integration
- Programming and future initiatives
- Facilities, administrative support, and technical support
- Governance and policies

DEP is useful as departmental leaders and faculty prepare for external program reviews, re-configure departmental structures in response to program development and implementation.

Department Enhancement Program Facilitators

- Susan Stewart, Sociology
- Meifen Wei, Psychology
- Margaret LaWare, English



Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s), not any current or past funding organization.