



Theme and Goals for Year 4, 2009-2010

Theme

ADVANCE-ing faculty: pathways to promotion and leadership

Goals for the Year

- Lead campus discussions of “pathways to promotion,” particularly in the promotion from associate to full professor. Build on prior annual goals in mentoring, faculty searches, and work/life. Use these activities to build leadership potential in STEM disciplines, in the department and at higher levels.
- Build mentoring support for faculty of color in STEM through campus conversations as well as support for individual faculty members in the Scholars Program. Use visiting scholars to bring visibility to under-represented STEM faculty on campus. Strengthen mentoring for all STEM faculty at the college level.
- Build on dissemination of past years by training ADVANCE emissaries both on- and off-campus.
- Build strong collaborative transformation (CT) initiatives in nine focal departments and three colleges. Disseminate round 1 and 2 findings and demonstrate progress-to-date in department action plans.
- Strengthen ADVANCE effectiveness in colleges through equity advisors and associate deans.
- Develop program evaluation plan to assess progress on goals
- Model the change we seek on campus.

Guiding Principles

- Sustainability
- Institutional Transformation
- Recruitment, retention, and advancement of a diverse STEM faculty (with focus on retention)
- Building on- and off-campus communities
- Building comprehensive, reliable, and innovative data sets
- Effective and well-planned communications