

Lehigh ADVANCE is writing to share key feedback learned from the late Fall 2018 Evaluation and Assessment process conducted by Kardia Group. Thank you for your engagement in this process.

Twenty-seven percent of all Lehigh faculty (63 women, 55 men) responded to the survey. The survey covered four main areas: faculty recruitment, department climate, programs, and place at Lehigh. No gender differences were observed among participant responses for most survey questions. There were also few differences observed between faculty in STEM disciplines and faculty from business, humanities, arts, or education-related disciplines. Some differences by college were found, and we will follow up with deans about particulars. You can scan responses to key questions and see the responses by rank and college here:

<https://www.surveymonkey.com/stories/SM-KVS6M93/>.

Overall, survey respondents emphasized ADVANCE's capacity to "educate and train" and also placed significant value on ADVANCE's capacity to make institutional change. One key recommendation was to include more faculty with interest and expertise to support ongoing development of content, programs, or ongoing institutional change. **If you are interested in playing a role in refining and enhancing ADVANCE programs** (for example, faculty recruitment education workshops), please contact Marci Levine at mjl410@lehigh.edu.

Other highlights from the survey results are included below:

- A clear priority is to continually improve faculty recruitment education; content should be delivered via in-person workshops, including dissemination of clarified procedures as well as opportunities for small group discussion and consultations.
- Department chair professional development is requested to encourage leadership and capacity to foster an inclusive and equitable department climate. Responses point to specific topics to improve the climate. Consider that fewer than 45% of respondents agree with these statements:

"My chair understands how to create a good and equitable departmental climate and is effective at doing so." (37%)

"I am confident that a significant number of my colleagues in my department understand my experience, support my career, and facilitate my full participation in the department." (43%)

- Respondents support developing and broadening the reach of the men faculty allies and advocates effort. For a review of their work, please visit: <https://advance.cc.lehigh.edu/lehigh-men-advocates-and-allies-gender-equity>
- Respondents support sustaining a visible speaker series, continuing to strengthen faculty mentoring efforts, and reviewing professional and research development programs (for example, LU-WISE will be sustained with participant planning each year, and career coaching will be considered). Colleagues also

recommend more readily available data and examples (case studies) to support discussions around hiring and tenure/promotion and for faculty-led departmental change efforts.

- The scope of ADVANCE has thus far been women faculty in STEM. The survey and interview feedback suggest this expertise is still needed. At the same time, many underlying issues impact faculty beyond women in STEM. Thus, it is timely to examine how best/if ADVANCE can support programs and structures to benefit other communities and groups of faculty through coordinated and collaborative campus partnerships.

Finally, your responses sent a very strong message that ADVANCE is a natural starting place for faculty concerns related to equity and community. However, ADVANCE cannot (and should not) become the solution for all problems or the resource for all faculty requests. With this in mind, we have a strategic planning retreat scheduled in May with members of the VPEC (Vice President of Equity and Community) office to explore how ADVANCE best fits into the newer landscape and can continue to be a leading voice for programs and resources that support faculty success, equity, diversity, and inclusion.

Some insights gained from your participation are already on track for progress or revised implementation, and we want you to be aware of the following:

- ADVANCE co-directors shared these results with Provost Farrell, who endorsed collaborative implementation of the recommendations.
- We shared the findings with VPEC Donald Outing, who is eager to collaboratively support policies and empowerment for faculty-related programs and processes.
- We have met with leadership from one college, and will meet with the other four by the Fall 2019 semester, to identify priorities they each would like to develop with ADVANCE support.
- The core ADVANCE team visited academic department chairs to highlight the survey feedback relative to their role. We are ready to co-design capacity-building professional development.
- Men advocates for gender equity met at the end of April to expand the reach and knowledge of men-identifying faculty. They are working to identify opportunities to support existing resources ([Bias in SETs](#), [statement on harassment](#)), ADVANCE, and other areas of inclusion and equity on Lehigh's Campus. We look forward to supporting this growing community.
- A strategic planning retreat with the VPEC leadership team is planned for May 9, 2019.
- Faculty recruitment procedures (paperwork and flow) were updated on the Provost website in Fall 2018. ADVANCE will continue to communicate the requirements while planning the sequencing for recruitment education. If your unit would like a refresher program on best practices during the summer session, please reach out.
- An ADVANCE website overhaul is planned this summer
- Other programmatic updates or revisions will be announced as we continue to process and plan implementation of the feedback in AY19-20.