Evidence of Transformation at Lehigh University

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Interdisciplinary Networking Committees (INCs)
- Describe and Encourage Best Practice of Networked Mentoring
- Improve Perceptions of Mentoring
- Increase Knowledge of Tenure & Promotion Requirements

Annual INC Events (Event area: INC Conclusions)
- Orientation* Panel of Past Mentees*
- Writing Personal Statement*
- Reappointment & Tenure*
- Mentees or Relationship Skills
- Mentorship & Grad Students
- Social Networking

Women’s STEM Faculty by Rank 2007-2015

Women: 129
Men: 127
16.0% Women
16.7% Men

Funding: Lehigh ADVANCE had impact (agree)
77% Men
82% Women

Leadership Pilot Program Description
Newly tenured associate professor women develop a mentor and funded 2-year plan of action to pursue leadership in research, scholarship, teaching, and service. The ultimate goal is to achieve promotion to full professor on own timetable.

Evaluation Findings:
- Varies Proposal: Coaching, training, travel, etc.
- Participants making adequate or complete progress on goals.
- Support developing personal portfolio—valued, appreciate attention to gender disparities.
- Writing the plan (with mentor) as or more important than funding.
- Goal setting linked to gaining clarity on promotion criteria.

"Without this support, x would not have happened.*
- Concern for funding limits.
- Two express concern LPP may actually delay.

Formal Mentoring Effectiveness: 1=Not at All; 2=Somewhat; 3=Very

Baseline Survey (2011) %
Progress Survey (2012, 54%) Final Survey (2013, 59%)

LEHIGH ADVANCE had impact (agree)
- 82% Men
- 88% Women

Other Final Lehigh ADVANCE Survey Results

Men: Women
Funding: Lehigh ADVANCE had an impact (agree)
77% Men
82% Women

Average of Lehigh ADVANCE (agree)
80% Men
100% Women

Decision to Retain/Recruit Faculty (2011-2013)

Number of women in tenure-track faculty,

- 2007-2009
- 2009-2010
- 2010-2011
- 2011-2012
- 2012-2013
- 2013-2014
- 2014-2015

Vision for Sustaining
ADVANCE Initiatives and Co-Directors Sustained in Office of Provost.
Implementation & Team Evaluations; Evaluation persists...