To lead equitable, transparent, supportive departments

- Support your personal learning about biases, inequities, pinch-points
- Guidance to assess your department’s climate and culture across domains (hiring, retention, students, staff, curriculum, research, etc.)
- Collaborate on strategies to move department forward
  [https://advance.cc.lehigh.edu/department-climate](https://advance.cc.lehigh.edu/department-climate)
- Know resources (campus, professional societies, etc.) available to faculty with historically excluded identities (women, Black, LGBTQ, with disabilities, etc.)

[www.lehigh.edu/luadvance](http://www.lehigh.edu/luadvance)
Climate Update: What Chairs Should Know (PDF avail)

• Experiences of negative climate & acts relate to disrespect/stereotypes or explicit racism, sexism
  • Doubting expertise, discrediting, eroding authority, exclusion from opportunities, maternal stereotypes, feminist killjoy/having a ‘diversity agenda’

• ‘Work harder to be respected’ because of
  • gender, race, nationality, sexual orientation
  • ≥12% faculty not sure about harassment/discrimination policies

• Gender, role, age, and race are most often named as the root of bias incidents,
  • people described bullying/intimidation,
  • derogatory remarks,
  • exclusion (mostly other faculty, sometimes reported students, chairs/administrators.)

Source: 2017 Campus Climate Survey, ADVANCE LU-WISE 2019, national research

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Climate Update: What Chairs Should Know

• 37% “My chair understands how to create a good and equitable departmental climate and is effective at doing so”

• 43% “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”

What does it look like when all faculty agree with these statements about their chairs and colleagues? Can we get there? How?

Source: 2018 Kardia evaluation of ADVANCE, ~28% faculty responded, no gender difference on these items

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Opportunities 2020-2021

• What opportunities for professional development could ADVANCE support?
  • Joint with DPFA (other campus partners as appropriate)
  • 2019-2020 Chairs PD interrupted by COVID:
    • Faculty workload and supporting an engaged faculty
    • Department Climate: how does the chair make a difference
    • Managing conflict in healthy ways
    • departmental meeting: effective and purposeful meetings
  • Complete new 2020-2021 Chairs PD Needs Survey

• VISIT https://advance.cc.lehigh.edu/department-climate

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