Dr. Marci Levine, Staff, Dir. ADVANCE mjl410@lehigh.edu
Dr. Joan Ramage, Faculty, Dir. ADVANCE, Assoc. Prof EES, jmr204@lehigh.edu

- What is ADVANCE at Lehigh?
- How will you engage with ADVANCE?

Lehigh ADVANCE Center

Retention & Promotion Best Practices
Data Collection and Assessment
LU-WISE Community
Small Grants
Campus Partnerships
Recruitment Best Practices
Gender Equity Research
Mentoring & Leadership Development
Department Chair Capacity Building
Policy Advocate

www.lehigh.edu/luadvance
What is **advance**?

**Mission**
- Improve recruitment and retention of women and underrepresented STEM faculty
- Support career advancement of women and underrepresented STEM faculty
- Advocate for institutionalization of successful and evidence-based policies and programs
- Engage national dialogue on faculty equity
ADVANCE input for Senate re: COVID-19 Response and Recovery
ADVANCE Affirms Black Lives Matter
ADVANCE Compiled Resources for faculty to learn about Anti-Racism and Racism in STEM
Caregiving and Work in the Age of COVID-19
Provost hosts: Equitable Evaluation of Faculty Workshop for P&T Leaders
Lehigh joins ICHANGE Network of NSF ASPIRE ALLIANCE
New Resource! Check-List for Search Committee Chairs

Faculty COVID-19 Caregiving Support (two rounds)
Speaking Up: How Bystanders Can Change the Conversation about Social Bias
Convened Discussion: Understanding Expectations for Full Professor
Lehigh ADVANCE part of NSF project to study external review letters used in promotion & tenure
COVID Reemergence Grants
Rossin College Diversity Plan
ADVANCE informs Streamlining Associate Professor Triennial Review
Sponsoring Pre-Tenure Faculty to NCFDD Faculty Success Program
CIMER Research Mentor Training for Faculty

Lessons from Plants, Dr. Beronda Montgomery
IChange Year 2
ADVANCE Advises CEC for University DI&E Strategic Plan & KPIs
ADVANCE supports creation of Diversity, Inclusion & Equity Resources & Toolkit
ADVANCE attends National STEM Equity Convening
IChange Draft Action Plan, Sense-Making and Implementation Plan

Learn about these on: https://advance.cc.lehigh.edu/news/new-recruitment-resource-brief-requesting-die-statements-faculty-candidates
Deputy Provost Faculty Affairs

- Interlocking programs
- Capacity building
- Evidence-based guidance

New faculty engage with ADVANCE in key ways
Engage with **advance**

**Attend workshops, symposia, programs:**
- Cornerstones of Community: Bias Bystander Intervention, with HR
- Inclusive Excellence in Teaching (January 17-19, 2023) with CITL & ODI&E
- Writing Retreats, with Office of Research
- Aligning Values with Rewards: Workloads, Transparent and Equitable Evaluation Criteria
- Mentoring the Mentors, INC program

**Be part of the Transformation: advocate for self and others**
- IChange APLU ASPIRE Alliance campus-wide prioritization ties to DE&I Plan
- Addressing COVID-19 inequities
- Racism, Sexism, Homophobia in STEM
- Men Faculty Allies & Advocates
- Faculty Code of Ethics, Faculty Senate

**Give feedback:** improve programs, inform policy, strengthen resources
- COACHE
- program-specific feedback
- personal and/or anonymous 1:1 support
Engage with **advance** Mentoring

**Interdisciplinary Networking Committees (INC)**

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Each new faculty member will be matched with:
- A pair of faculty mentor-guides
- A group of new faculty based on shared goals/interests, all ranks/subjects

**GOALS-** via regular sessions on specific topics, participants
- Learn the institution, develop relationships across campus
- Strengthen professional identity development
- Complement existing college and department mentoring programs
- Learn and apply mentorship best practices for career success

**Schedule:**
2x/month, priority for certain other professional development programs

- Claim your account from Lehigh institutional membership
- **Core curriculum available on demand:** watch in groups
- Accountability buddy; Cultivate a writing practice
- Apply for group registration in Faculty Success Program
- Tools for external mentorship, productivity, work-life balance

**Mid-Career Faculty Mentoring**
- Promotion Plan
- Dossier Statement Writing Support
- Panel of Recently Promoted Full

**Other formal or informal yet intentional connections at any career stage**
Engage with STEM Women

LU-WISE: Community of STEM Women Faculty (all ranks/roles, post-docs, visitors welcome!)

- Bias in Teaching Evaluations
- Research Group Expectation Setting
- Faculty Workloads
- STEM women research roundtable
- Responding to Feedback
- Work-Life Balance
- What We Want Department Chairs to Know
- Anti-racist resources for STEM
- Addressing COVID-19 inequities

Writing Retreats
Engage with advance Partnerships, Small Grants

• Joint speakers, colloquia, major symposia
• Events with ODI&E Centers (CGE, PRIDE, OMA)
  • **PRIDE Center—“Queering STEM Culture” 22-23**
    Watch for Reading Groups, Panels, guest speakers: Dr. Kelly Cross, Oct 19

• Graduate Education
  • **Research Mentor Training (Fall 6-part series)**
  • **Mentoring Up! For Grads- Nov ‘22 (2-day)**

• Council for Equity & Community
• DaVinci Science Center

• Small grants ($750) for
  • Faculty Development/Leadership grants for historically underrepresented faculty
  • **Diverse Voices**: diversify STEM colloquia
  • **Knowledge Builders**: Invite a speaker about under-representation in STEM
  • [Apply online](#)
EVENTS and News

LU-WISE (Fall 2022, Wed/Thur)
- August 24: 12:15-1:45 LU-WISE Welcome Gathering
- September 22: Soaring Together
- October 19: Queering STEM Culture, Dr. Kelly Cross
- November 17: Workshopping my Dossier

Professional Development/INC Schedule (Fall, 12:00-1:30)
- September 6, PD: Time Management- Open Virtual
- September 28: INC Welcome, Ground Rules, Expectations in person
- October TBD: Faculty Evaluation Processes at Lehigh
- October 24 : INC Mentoring Inventory & IDP
- November. 9 PD Elevator Pitch, Effective Personal Statements
- November TBD: INC Professional Identity
- December 8: INC Semester Check-In- all INCs

Office of Research - Internal Grant Opportunities Sept 7

Writing Retreats & Weekly WAGS: 2022-2023 email if interested!

Inclusive Excellence in Teaching: January 17-19, 2022 (TBF)