

Interim Report for NSF ADVANCE Program, June 1 to August 31, 2011 Lehigh ADVANCE: Building Community Beyond Academic Departments

I. Significant Accomplishments: Project Activities

A. Social Science Research: Gender and Interdisciplinarity

During the month of May the Social Science Research Team headed by Jackie Krasas and Diane Hyland in collaboration with the Internal Evaluator M. Jean Russo distributed a survey, composed jointly of the baseline climate measure and a measure of attitudes toward and involvement in collaborative and interdisciplinary research, to all Lehigh STEM faculty. Surveys were sent to 237 Lehigh STEM faculty, and surveys were received from 149 faculty (62.9% response rate) including 25 who identified as women and 84 who identified as men. The team has completed analyses of these data and prepared a report of the findings for distribution to the Lehigh ADVANCE Leadership Team. We will be exploring ways to best disseminate the findings to the ADVANCE Internal and External Advisory Committees and the campus community more broadly. One presentation has been scheduled for the September meeting of the LU- WISE group. During May and June the Social Science Research Team also distributed a shortened form of the survey, which emphasized attitudes toward and involvement in collaborative and interdisciplinary research, to women STEM faculty (and the best matched male faculty peer) at nine peer institutions. Emails, including a link to the survey, were sent to 843 faculty. We received 298 completed surveys (33.4% response rate) from 143 faculty who identified as women and 100 who identified as men. We will incorporate data from 25 Lehigh women STEM respondents and the 25 best matched Lehigh men respondents into this data set. This combined data set of 168 women and 125 men should provide sufficient power to test the hypotheses we presented in the proposal. Analysis of these data is currently underway.

As discussed in our proposal, the results of the surveys will be used in conjunction with the data from Leadership and Retention Interviews and focus groups conducted last spring to help shape seminars for faculty mentors and evaluators such as promotion and tenure committees regarding interdisciplinary research and teaching, continuing discussions of university policies and procedures, and symposia to be held in years 3, 4, and 5 of the grant period.

B. Women in Science and Engineering (LU-WISE) and Lehigh Open Access Database (I-WISEN)

Three LU-WISE luncheons are planned for the Fall semester, with the first meeting scheduled for September 30 when President Alice Gast will discuss her role as U.S. Science Envoy, women in science in other countries, and interdisciplinary science abroad; and co-PIs Jackie Krasas and Diane Hyland will present a report on the results of the baseline survey, focus groups, and interviews. Marci Levine and Sibel Pamukcu have completed the database structure for I-WISEN and have contacted Lehigh STEM women to submit their faculty profiles. Thus far, during the last month of summer, we have received limited response, so we are planning additional ways to demonstrate the usefulness of the database in order to convince faculty to take the time to complete their profiles.

C. Women's Studies Programs

Women's Studies will be hosting Lise Eliot from the Department of Neuroscience at the Chicago Medical School in mid-October. Information about her book, *Pink Brain, Blue Brain*, is here:

<http://www.liseeliot.com/> In a nutshell, Dr. Eliot provides a neuroscientific look at the nature/nurture question and the neuroplasticity of babies' brains. Dr. Eliot spoke last year at a WVU Women's Studies/ADVANCE event (for the events see: wmst.wvu.edu/r/download/84851). She was actually a scholar-in-residence. A large evening lecture will be open to the campus. This will be followed by a smaller seminar focused on women in STEM the next day.

D. Recruitment Strategies

During the summer, Jean Soderlund, Marci Levine, and Henry Odi wrote and prepared for publication a booklet entitled "Faculty Recruitment: Best Practices for Diversity and Excellence," which has been distributed to all Lehigh faculty and is posted online at:

<https://advance.cc.lehigh.edu/sites/advance.cc.lehigh.edu/files/RecruitmentBookletFinal17Aug2011.pdf>

The booklet is intended as a guide for best practices in long-term recruitment strategies and specific faculty searches, and includes a section on interdisciplinary hiring. We included best practices from ADVANCE programs and other institutions, and data from our interviews, survey, and focus groups with STEM faculty. We obtained feedback on drafts from key Lehigh individuals and groups, including the Deans, Human Resources, Legal Counsel, ADVANCE Leadership Team, and Internal Advisory Committee. The long term goal is to develop a more comprehensive and detailed Faculty Search Handbook at the University level.

The communications plan for this booklet includes:

- Department coordinators and search committee chairs in the College of Arts and Sciences attended an August 22, 2011 session in which the new booklet's value was described and the plan for distribution conveyed by Vice Provost Odi, who will also meet with search committee chairs in the other colleges.
- Department chairs were each given a copy at their Orientation on August 23, 2011. At this meeting, they were informed that by August 26, 2011 they would receive enough booklets for each faculty member in their department and the department coordinators.
- On August 25, 2011, Provost Farrell and Vice Provost Odi sent an email to all faculty, department coordinators, and department chairs informing them to expect to receive the booklet.
- Additional copies remain available in the ADVANCE office and the Office of the Provost.

We will continue to publicize actively our grant program to provide funding for departments and interdisciplinary programs to bring women scientists and engineers to campus to give a seminar about their research and network with Lehigh faculty with the goal of encouraging them to consider Lehigh when appropriate positions become available.

E. Lehigh ADVANCE Grants for Interdisciplinary Collaboration and Leadership

We have recently implemented our new Lehigh ADVANCE program of grants to help faculty move from discussion of interdisciplinary collaboration and leadership in meetings and seminars to action that has an impact on their careers. The funds can be used towards travel by Lehigh faculty and visiting scholars to promote interdisciplinary collaboration or for assistance to Lehigh faculty towards tuition and travel to attend a professional leadership program. The eligibility requirements include:

For Lehigh STEM assistant and associate professors (women and men):

- a. Travel expenses to meet with a colleague or colleagues outside Lehigh to explore interdisciplinary collaboration. The potential collaborative team will include at least one female STEM faculty member.

- b. Travel expenses and speaker's honorarium for a visiting scholar to promote interdisciplinary collaboration. The potential collaborative team will include at least one female STEM faculty member.

For Lehigh women STEM pre-tenure and tenured faculty members:

- c. Travel expenses to attend a conference that promotes interdisciplinary collaboration.
- d. Tuition and travel expenses to attend a leadership seminar offered by an organization such as HERS or professional association.

F. Interdisciplinary Networking Committees

Jean Soderlund is working with Deputy Provost for Faculty Affairs Vincent Munley to develop the interdisciplinary networking committees for new pre-tenure faculty entering August 2011. We have also made this program available to pre-tenure faculty who started at Lehigh during AY 2010-11. So far 12 faculty have indicated interest in the program; recruiting their networking committees is in progress. We are also developing a seminar for interdisciplinary networking mentors using data from the Leadership and Retention Interviews, focus groups, baseline survey, and best practices from other ADVANCE programs. Marci Levine has conducted research on best practices, including available online toolkits. Susan Szczepanski and Diane Hyland are members of and thus can serve as liaisons with the University Faculty Mentoring Committee.

G. Review of Policy/ Guidelines on Evaluating Faculty involved in Interdisciplinary Research and Teaching

The Interdisciplinary Policy/Guidelines Review Task Group, which is chaired by Deputy Provost Vincent Munley and includes ADVANCE LT members Jeff Sands and Jean Soderlund, two tenured STEM women, and several other faculty, met with the department chairs at their May 2011 breakfast and held meetings with 1) pre-tenure and recently tenured faculty involved in interdisciplinary research and teaching and 2) center/program directors. The task group discussed its findings at a meeting in early August and agreed upon recommendations for policy/ guidelines changes that will be shared first with Provost Farrell and the Faculty Personnel Committee.

II. Project Management and Organization

Internal Advisory Committee: The IAC met twice in May and June to review Lehigh ADVANCE progress and posed questions to the LT regarding program goals, particularly the focus on interdisciplinarity. Professor Tiffany Jing Li will serve as chair and Deputy Provost Vincent Munley will serve as secretary of the committee. A joint meeting of the IAC and LT will be held in September to review progress, and the IAC will hold a second meeting, separately, later in the fall semester. The new Dean of Arts and Sciences, Donald Hall, has joined the committee, and Professor Anne Meltzer of Earth and Environmental Sciences will continue to serve as a member of the IAC.

External Advisory Committee

Marci Levine has arranged the date of January 27, 2012 for the annual meeting of the EAC, which is chaired by Lehigh President Alice Gast and includes Susan Carlson, University of California; Jo Handelsman, Yale University; Jennifer Sheridan, University of Wisconsin; and Karen Thole, The Pennsylvania State University.

Leadership Team

Vice Provost for Academic Diversity Henry Odi joined the Leadership Team in June 2011 when we held our first annual retreat to review progress from our first year and to plan activities for AY 2011-2012. The retreat was a suggestion of the EAC that we found very helpful for self-evaluation and planning.

Communications

ADVANCE Tri-Fold Brochure: Marci Levine created the content and design, and obtained approval on content and use of photos for a tri-fold brochure containing general information about the research, programs, and opportunities available at Lehigh University through Lehigh ADVANCE. The Tri-Fold Brochure is available online and was included in participant packets at the following events: New Faculty Orientation: August 22, 2011; Department Chair Orientation: August 23, 2011. The brochure will also be sent through campus mail to all Lehigh faculty.

Web Site is updated regularly by Marci Levine with:

News Stories, including

- [New Small Grant Available for Lehigh STEM Faculty](#), August 23, 2011
- [No Library Card Required](#), August 16, 2011
- [Women in STEM: Enroll in I-WISEN](#), July 15, 2011
- [LU-WISE Luncheons Return September 30, 2011](#), July 15, 2011
- [Workshop Summary: The Connective Leadership Styles of Faculty: Leading Change](#), June 20, 2011
- [Women Atop Their Fields Dissect the Scientific Life](#), June 8, 2011
- [Women in Academic Chemistry](#), June 1, 2011

Updates to Events and Resources

- Online list of library developed
- Dates for known 40th Anniversary of Undergraduate Women at Lehigh EVENTS
- Link to Alumni Bulletin
- Updates to “People” in Lehigh ADVANCE (and organizational chart)-goes live Sept 1.
- New information and downloadable content for Small Grant for Faculty Collaboration & Leadership is posted

Lehigh Alumni Bulletin: The President’s message (*From the President’s Desk*) in the August issue of the Lehigh Alumni Bulletin includes a description of Lehigh ADVANCE and how it connects to the evolving history of women at Lehigh. <http://www4.lehigh.edu/news/bulletin/default.aspx>

III. Areas of Difficulty/Resistance

An important challenge for Lehigh faculty as a whole is to continue to diversify our ranks, including recruitment of women in STEM fields. Vice Provost for Academic Diversity Henry Odi is taking leadership in this effort and is working with other LT members in areas that overlap with Lehigh ADVANCE goals.

IV. Best New Idea/ Online Resource

1. Please see the following link for more information about our new Lehigh ADVANCE Faculty Grants (discussed in E, above) to promote and support interdisciplinary collaboration and leadership development.

<http://advance.cc.lehigh.edu/news/new-small-grant-available-lehigh-stem-faculty>

2. Please see the following link for our guide, “Faculty Recruitment: Best Practices for Diversity and Excellence” :

<https://advance.cc.lehigh.edu/sites/advance.cc.lehigh.edu/files/RecruitmentBookletFinal17Aug2011.pdf>

V. Project evaluation

M. Jean Russo, the internal evaluator, worked with the Social Science Resource Team to administer and analyze results of the online baseline data survey for Lehigh STEM faculty. The survey contained sections on: faculty positions, perceptions about their primary department and interdisciplinary centers/programs, hiring and promotion/tenure, work load and work/life balance, leadership, perceptions regarding collaboration and interdisciplinary research, impediments to collaborative/interdisciplinary research, relative time spent on work-related activities, research and accomplishments, mentoring, institutional policies/programs, demographics, and utilization of university programs. She is continuing to explore the factors related to faculty satisfaction and their intention to remain at Lehigh. She has also collected archival data from years 2008 to 2010 on the numbers of STEM and SBS women interviewed and hired, serving on college and university committees, in leadership positions, and applying for tenure or promotion. Information is also being collected on participation in ADVANCE activities. All of these areas will be updated annually.

VI. Personnel Update

Professor Tina Richardson, who worked with Provost Farrell on the Faculty Leadership Development series, left Lehigh this summer to take a position at Drexel University as Associate Dean of Education. Vice Provost Henry Odi will assume her responsibilities for the Leadership program. Professor Jean Soderlund is leaving her position as Project Director as of September 1, 2011. Co-PIs Sibel Pamukcu and Jeffrey Sands will serve as Co-Directors of Lehigh ADVANCE in collaboration with Project Manager Marci Levine.