• What is ADVANCE at Lehigh?

• How will you engage with ADVANCE?
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
Impacts during a Pandemic and Racial Unrest

- 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
- Promotion & Tenure Committee Chair Check-List
- Faculty COVID-19 Caregiving Support (just completed the second round)
- Speaking Up: How Bystanders Can Change the Conversation about Social Bias
- Understanding Expectations for Full Professor
- Lehigh ADVANCE part of NSF project to study external review letters used in promotion & tenure
- Reemergence Grants
- Rossin College Diversity Plan
- Streamlining Associate Professor Triennial Review
- Sponsoring Pre-Tenure Faculty to NCFDD Faculty Success Program

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:**
- Implicit Bias and Bias Bystander Intervention, with HR
- Inclusive Excellence in Teaching, with ODI&E
- Writing Retreats, with Office of Research
- Leading Harassment Free Lab/Research Team
- Service and Faculty Workloads
- Transparent and Equitable Evaluation Criteria

**Learn and advocate for self and others**
- Addressing COVID-19 inequities
- Racism in STEM
- Men Faculty Allies & Advocates
- Faculty Code of Ethics

**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) Program**

Each new faculty member will be matched with:
- Senior colleague within home department, related research interests
- Another new faculty member, from the home or a different department
- Senior colleague, different department

**GOALS** - via regular sessions on specific topics, participants may
- gain advice, develop relationships across campus
- seek insight on career development and progress at Lehigh
- complement existing college and department mentoring programs
- learn and apply mentorship best practices

**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
  - Service and Faculty Workloads
  - Transparent and Equitable Evaluation Criteria
  - 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 with departments, colleges
- Major Symposia (2018 ‘Service Summit’)
- Events with ODI&E Centers
  - Center for Gender Equity
  - PRIDE Center
  - Office Multicultural Affairs (OMA)
- Graduate Education
- 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)

- August 30: 9-10:30am LU-WISE Welcome Gathering
- September 27: 2-3:30
- October 27: 9-10:30
- November 22: 9-10:30

INC Mentoring Schedule (Fall, 12:00-1:30)

- September 23: Welcome and About Mentoring
- October 6: Faculty Reappointment, Tenure, Promotion Process
- November 8: Elevator Pitch, Effective Personal Statements
- December 9: Every Semester has a Plan- Time Management

Writing Retreats & WAGS  2021-2022 *email if interested!

Inclusive Excellence in Teaching-January 2022