

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



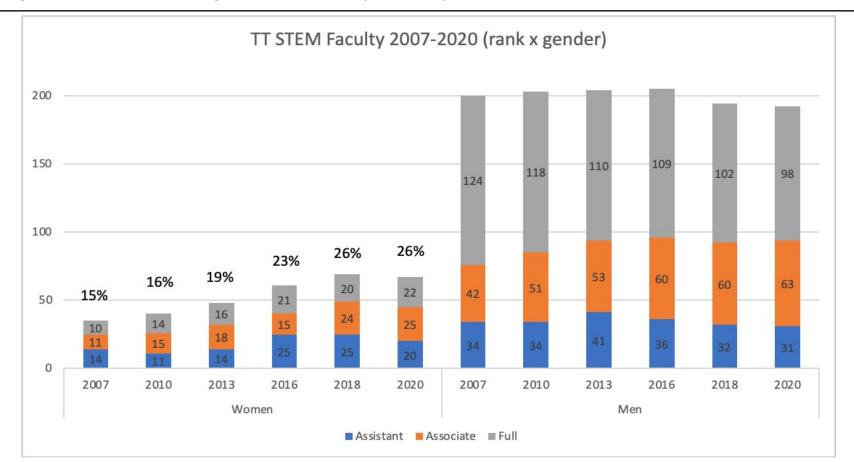
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What is advancing women in science & engineering at lehigh university

?

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





activation and Racial Unrest 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 activatic advancing women in science & engineering at Lehigh UNIVERSITY

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

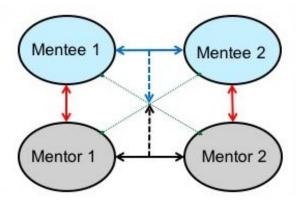
- COACHE
- program-specific feedback
- personal and/or anonymous 1:1 support

Mentoring & Leadership Developmment

Engage with advancing women in science & engineering at Lethigh University 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 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



- Claim your account from Lehigh institutional membership
- Core curriculum available on demand; watch in groups
- Accountability buddy
- Cultivate a writing practice
- 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 advancing women in science & engineering 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 advancing women in science & Engineering at Lethigh University 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
 - <u>Diverse Voices</u>: 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

Major themes:

- Celebrate!
 - 10 +1 years of ADVANCE
 - 50 years undergrad women
- Intersectional, anti-racist work in STEM
- Addressing COVID impacts
- Department Chair Development
- Associate Professor Mentoring
- Workload Equity