Institutional Change

WORK LIFE AND CLIMATE SURVEY
- Spring 2007 - Follow-up conducted (analysis currently underway)
  - 52% response rate of STEM tenured and tenure-track faculty
  - 90% response rate of Department Chairs

Spring 2004
- 59% response rate of tenured and tenure-track faculty
- Significant gender differences were found with women tending to disagree and men tending to agree with the statements:
  - "Women of my department feel free to discuss problems and tough issues with the chair and department.
  - "There is not a gender climate problem in my department and university."

POLICY DEVELOPMENT AND IMPLEMENTATION
- Faculty Development Plans for ALL Newly Hired Faculty
  - To be developed with the chair and the newly hired faculty member
  - To clearly define the expectations for tenure and promotion
  - To establish a relationship early on with the chair and the faculty member
  - Currently incorporated into all Tenure and Promotion Guidelines

Evaluation of STEM Chairs and Deans
- To occur regularly
- To include diversity as a goal
- To be incorporated in the "President's Council" report

One-time per semester

Long-term STEM Diversity Visions
- To include goals for recruiting, interviewing, hiring and retaining women and underrepresented minority faculty in their department.

FACULTY ADVANCEMENT WORKSHOP SERIES
- Workshops intended to provide faculty with the necessary information to successfully advance through the ranks of academia, including:
  - Writing Winning Grants
  - Ten Tips for Tenure
  - Honda Leadership Essentials for New Faculty
  - The Scientific Writing Workshop Series
  - Effective Communication in Mentoring Relationships
  - Goal Setting for Faculty Development Plans

DEANS AND CHAIRS MEETINGS
- Family and Medical Leave for Faculty
- Successfully Mentoring Junior Faculty through Tenure

FACULTY LIAISONS
- Departmental representatives who are conduits of information to and from the departments and the ADVANCE Program

Recruitment and Hiring

FACULTY HORIZONS: 2004-2007
- 2-12 day Intensive Success Workshop for aspiring STEM faculty
- Targeting women post-doctoral fellows and upper-level graduate students, particularly women and women of color
- 300 participants in 4 years
- 56% are women
- 47% from underrepresented groups

DEPARTMENTAL DIVERSITY PLANS
- Established by the Provost in 2000 and required by all departments hiring new faculty
- Focused on attracting broad pools of applicants for new searches
- Plan includes a clear commitment to:
  - Considering diversity when establishing the search committee
  - Advertising in publications focused on underrepresented groups
  - Fully considering women and underrepresented minority applicants
  - Arranging meetings for candidates with groups focused on diversity
  - Addressing dual career issues

- Since the inception of the ADVANCE Program at UMBC, female tenure track faculty have increased 31.3% from Fall 2003 (N=52) to Fall 2007 (N=67) compared to a 1.5% decrease in male tenure track faculty (Fall 2003 N=157, Fall 2006 N=155). Additionally, with the support offered through ADVANCE, the number of STEM women at the assistant professor and associate professor ranks have also increased: assistant professors by 68.7% (Fall 2003 N=20); associate professors by 25.0% (Fall 2003 N=12, Fall 2007 N=15). These increases also contributed to the number of full professors from Fall 2003 (N=6) to Fall 2007 (N=7).

ADVANCE at UMBC: Looking Back and Moving Forward

FACULTY SPONSORSHIP COMMITTEE
- A committee of senior STEM women who:
  - Work with those women who are nearing a university personnel review (e.g. 3rd year review, tenure and promotion to full professor)
  - Clarify the review process
  - Share successful self-assessments, review and provide feedback on self-assessments
  - Assign a formal mentor in their discipline (if there is not one already assigned)

EXECUTIVE COMMITTEE
- Principal Investigator
- Chair

About ADVANCE at UMBC
- The ADVANCE Program at UMBC, which is funded by an NSF Institutional Transformation Award, is designed to facilitate a mentoring relationship between a UMBC STEM female faculty member and a promising researcher in her field. The relationship is established to provide a connection for the UMBC female member to a promising scholar in their field and the larger scientific community, hence enhancing their career.

ADVANCE at UMBC
- Designed to facilitate a mentoring relationship between a UMBC STEM female faculty member and a promising researcher in her field.

EMINENT SCHOLAR MENTOR PROGRAM
- Designed to facilitate a mentoring relationship between a UMBC STEM female faculty member and a promising researcher in her field.

HIGHLIGHTS OF ADVANCEMENT ACTIVITIES
- Women in tenured and tenure track STEM faculty positions at UMBC has increased from 32 to 42 between 2003 and 2007.

- Three newly promoted women to the full professor rank
  - Four STEM women received positive review for tenure
  - 3 promoted to associate professor, 1 hired as an associate professor

- Tenured and Tenure-Track Women STEM Faculty
  - The number of women has substantially increased at all ranks.

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