

PURDUE CENTER FOR FACULTY SUCCESS

VISION

The Purdue Center for Faculty Success (PCFS) - **ADVANCE**-Purdue started in October 2008. The goals of PCFS are to accelerate institutional transformation through a highly visible infrastructure that offers innovative campus-wide programming, coordination and collaboration. **ADVANCE**-Purdue provides the campus leadership with evidence of program effectiveness and will offer a basis for campus-wide changes to policy and practice.

ADVANCE PURDUE



LEADERSHIP

PRINCIPAL INVESTIGATOR	France Córdova, President
LIAISON TO THE UNIVERSITY DEANS	Leah Jamieson, Dean, Engineering
PRESIDENTIAL ADVANCE ADVOCATE	Marcy Towns, Associate Professor, Chemistry
CO-PIS AND LEADERSHIP TEAM	Barb Clark, Director of Diversity, Science Carolyn Johnson, Director, Diversity Resource Office Klod Kokini, Associate Dean, Engineering Linda Mason, Professor, Agriculture Valentine Moghadam, Professor, Women's Studies Alice Pawley, Assistant Professor, Engineering Ed Dorothy Reed, Assistant Dean, Education Mary Sadowski, Associate Dean, Technology Chris Sahley, Assoc Dean, Science, Director, PCFS Christine Taylor, Vice Provost, Diversity and Inclusion Renée Thomas, Director, Black Cultural Center Suzanne Zurn-Birkhimer, Deputy Director, PCFS

RECRUITING

GOAL: Increase the number of women of color in STEM faculty positions.

ACTIVITIES

- **Cultural Center Events:** Purdue's Black Cultural Center, Latino Cultural Center, and Native American Educational & Cultural Center hold events that celebrate the culture and heritage of African American, Latino, and Native American people, particularly those employed by or enrolled at Purdue.
- **Discussion Groups** for female faculty of color provide an arena for their voices to be heard regarding campus programs and policy.
- **Search Chair Workshops on Faculty Hiring** are designed to increase awareness of unconscious bias in faculty hiring.
- The **Presidential ADVANCE Advocate (PAA)** engages faculty in discussion regarding faculty search and hiring practices.



FACULTY SUCCESS

GOAL: Improve the success of women STEM faculty.



ACTIVITIES

- **President's Luncheons** for newly hired STEM female faculty to offer validation and an opportunity for networking.
- **Mentoring Institute** for all new Assistant Professors to develop a peer-mentoring network across campus. The monthly sessions are held during a common hour reserved for new faculty development.
- **Leadership Institute** for STEM female Associate and Full Professors to develop a cohort of female leaders on campus.
- **Work-Life Balance Events** for female STEM faculty to discuss policies associated with work-life balance such as tenure-clock extension, child care, and family leave.

Visit us online at www.purdue.edu/dp/advance

ENGAGING FACULTY

GOAL: Engage all faculty in transforming Purdue.

ACTIVITIES

- **Evaluate** current Purdue Diversity Fora and use best practices to develop new fora.
- Train STEM faculty **Diversity Catalysts** to engage faculty in the next steps discussions.
- **Diversity Education Workshops** for Heads, Chairs, Deans, and Directors to develop active participants in facilitating the success of the STEM female faculty.



PURDUE
UNIVERSITY

An equal opportunity, equal access institution.