



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

What is **advance** | 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
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Headlines Show Impact

2020

- **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**

2021 **Promotion & Tenure Committee Chair Check-List**

- **Faculty COVID-19 Caregiving Support (two rounds)**
- **Speaking Up: How Bystanders Can Change the Conversation about Social Bias**
- **Convened Discussion: Understanding Expectations for Full Professor**
- **Lehigh ADVANCE part of NSF project to study external review letters used in promotion & tenure**
- **COVID Reemergence Grants**
- **Rossin College Diversity Plan**
- **ADVANCE informs Streamlining Associate Professor Triennial Review**
- **Sponsoring Pre-Tenure Faculty to NCFDD Faculty Success Program**
- **CIMER Research Mentor Training for Faculty**

2022 **Speaking Up to Bias and Incivility- PowerPlay and Inclusion Works Return**

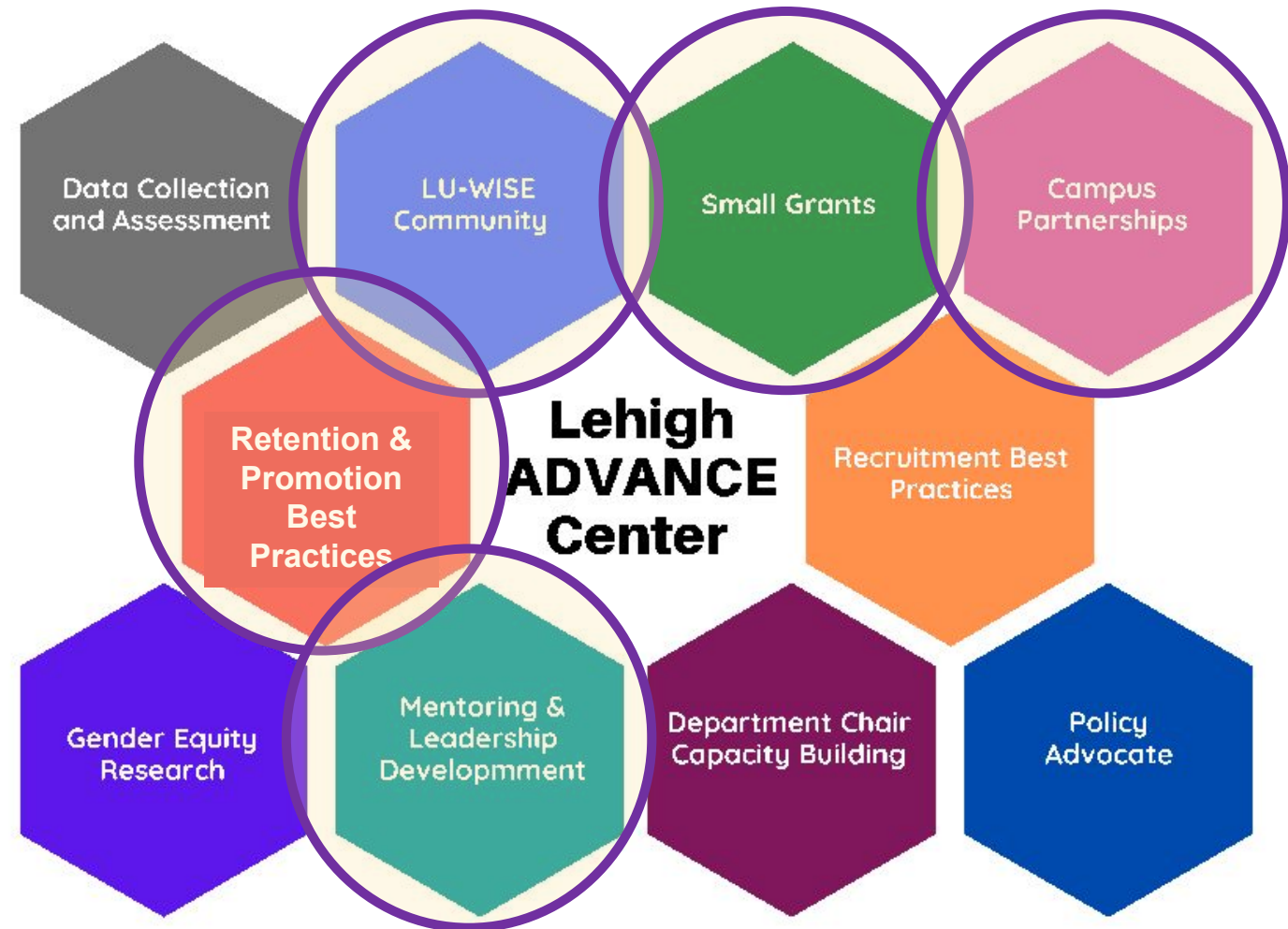
- **Lessons from Plants, Dr. Beronda Montgomery**
- **IChange Year 2**
- **ADVANCE Advises CEC for University DI&E Strategic Plan & KPIs**
- **ADVANCE supports creation of Diversity, Inclusion & Equity Resources & Toolkit**
- **ADVANCE attends National STEM Equity Convening**
- **IChange Draft Action Plan, Sense-Making and Implementation Plan**



Deputy Provost Faculty Affairs

- Interlocking programs
- Capacity building
- Evidence-based guidance

**New faculty engage with
ADVANCE in key ways**



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Attend workshops, symposia, programs:

- Cornerstones of Community: Bias Bystander Intervention, with HR
- Inclusive Excellence in Teaching (January 17-19, 2023) with CITL & ODI&E
- Writing Retreats, with Office of Research
- Aligning Values with Rewards: Workloads, Transparent and Equitable Evaluation Criteria
- Mentoring the Mentors, INC program

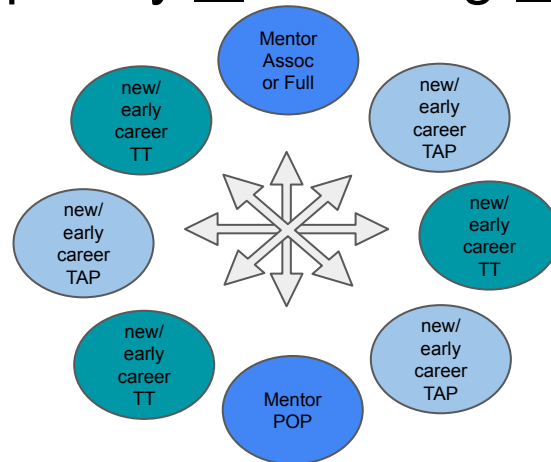
Be part of the Transformation: advocate for self and others

- IChange APLU ASPIRE Alliance campus-wide prioritization ties to DE&I Plan
- Addressing COVID-19 inequities
- Racism, Sexism, Homophobia in STEM
- Men Faculty Allies & Advocates
- Faculty Code of Ethics, Faculty Senate

Give feedback: improve programs, inform policy, strengthen resources

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

Interdisciplinary Networking Committees (INC)



Each new faculty member will be matched with:

- A pair of faculty mentor-guides
- A group of new faculty based on shared goals/interests, all ranks/subjects

GOALS- *via regular sessions on specific topics, participants*

- learn the institution, develop relationships across campus
- strengthen professional identity development
- complement existing college and department mentoring programs
- learn and apply mentorship best practices for career success

Schedule:

2x/month, priority for certain other professional development programs



- Claim your account from Lehigh institutional membership
- **Core curriculum available on demand**; watch in groups
- Accountability buddy; Cultivate a writing practice
- Apply for group registration in Faculty Success Program
- 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 **advance** | ADVANCING WOMEN IN SCIENCE & ENGINEERING AT LEHIGH UNIVERSITY **STEM Women**

LU-WISE: Community of STEM Women Faculty (all ranks/roles, post-docs, visitors welcome!)

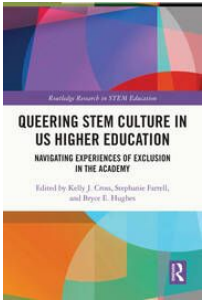
- Bias in Teaching Evaluations
- Research Group Expectation Setting
- Faculty Workloads
- STEM women research roundtable
- Responding to Feedback
- Work-Life Balance
- What We Want Department Chairs to Know
- Anti-racist resources for STEM
- Addressing COVID-19 inequities

Writing Retreats

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Partnerships, Small Grants

- Joint speakers, colloquia, major symposia
- Events with ODI&E Centers (CGE, PRIDE, OMA)
 - ***PRIDE Center-“Queering STEM Culture” 22-23***



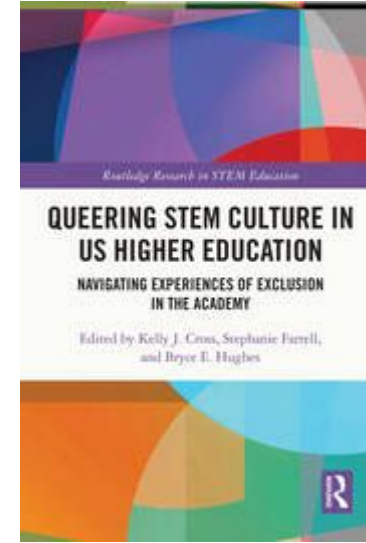
Watch for Reading Groups, Panels, guest speakers:
Dr. Kelly Cross, Oct 19

- Graduate Education
 - ***Research Mentor Training (Fall 6-part series)***
 - ***Mentoring Up! For Grads- Nov '22 (2-day)***
- 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 2022, Wed/Thur)

- August 24: 12:15-1:45 LU-WISE Welcome Gathering
- September 22: Soaring Together
- October 19: Queering STEM Culture, Dr. Kelly Cross
- November 17: Workshopping my Dossier

Professional Development/INC Schedule (Fall, 12:00-1:30)

- September 6, PD: Time Management- Open Virtual
- September 28: INC Welcome, Ground Rules, Expectations in person
- October TBD: Faculty Evaluation Processes at Lehigh
- October 24 : INC Mentoring Inventory & IDP
- November. 9 PD Elevator Pitch, Effective Personal Statements
- November TBD: INC Professional Identity
- December 8: INC Semester Check-In- all INCs

Office of Research - Internal Grant Opportunities Sept 7

Writing Retreats & Weekly WAGS: 2022-2023 *email if interested!*

Inclusive Excellence in Teaching: January 17-19, 2022 (TBF)

Major themes:

- IChange Implementation Plan
- Celebrate- Soaring Together
- Queering STEM Culture
- Intersectional, anti-racist work in STEM
- Workload Equity
- Addressing COVID impacts
- Department Chair Development
- Associate Professor Mentoring



VISIT US!



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www.lehigh.edu/luadvance