Key Behaviors to Advance Underrepresented & Women Faculty

These activities may help advance not only your new-hire, but also help maintain optimal conditions for success for all faculty in your department.

General Collegial

1. Creating opportunities for collaboration
   • Introduce to other faculty on and off campus
   • Invite to collaborate
   • Facilitating students to work with them

2. Enhancing competency through mentoring
   • Teaching about funding mechanisms & publication strategies
   • Teaching about strategies for getting things done on campus
   • Advocating for resources for them
   • Encourage participation in faculty development programs

3. Providing resources for doing research
   • Sharing data sets
   • Sharing equipment facilities
   • Writing in on grant proposals

4. Generating support through community
   • Include in social opportunities
   • Invite to join in hosting speakers
   • Encourage social activities for department
   • Being available to help

Policy & Administrative

1. Regularly monitor health and welfare of department/college
   • everyone’s needs being met? All voices heard?
   • is workload distributed evenly across department?
   • are faculty accomplishments rewarded sufficiently?

2. Workload & Success
   • teaching – course load, course types, course materials
   • service – student advising load, avoid token assignments

3. Evaluation
   • tenure & promotion process transparency
   • early and sufficient feedback
   • wider criteria for gauging excellence
   • balance in traditional/nontraditional types of work

4. Institute flexible and accommodating policies & practices
   • dual career issues
   • family leave and tenure clock extensions
   • transitional support