

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