UD ADVANCE Institute

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Who We Are

**Robin Andreasen**, Professor, Linguistics & Cognitive Science

**Heather Doty**, Assoc. Professor, Mechanical Engineering

**Shawna Vican**, Asst Professor, Sociology & Criminal Justice

**Pam Cook**, Unidel Professor, Mathematical Sciences

**Yvette Jackson**, Professor Emerita, Chemistry, UWI

**UD ADVANCE Faculty Fellows.** Faculty from across colleges that support UD ADVANCE programming and initiatives
What is the UD ADVANCE Institute?

- Currently funded by the provost’s office.
- Focus is on faculty diversity and excellence.
- Core work involves the development and dissemination of research-based initiatives surrounding faculty development, diversity, and positive departmental climates.
- Programs and initiatives are for all faculty.
What We Do

Data-Driven Research
• Identify factors that affect faculty diversity, success, and climate
• Disseminate findings and recommendations to key stakeholders
• Contribute to the national dialogue on diversity, equity, inclusion

Policies & Procedures (P&P)
• Enhancement and inclusive communication of UD’s P&P

Support Institutional Leaders
• Resources and programming for institutional leaders

Faculty Recruitment
• Resources and programming to recruit excellent & diverse faculty

Faculty Retention & Advancement
• Resources and programming to support those we hire
Some Examples

Data-Driven Research
- Faculty climate surveys
- Faculty satisfaction interviews
- Hiring/retention URM faculty

Policies & Procedures (P&P)
- Family friendly policies
- Formal faculty mentor
- Use of SETs

Leadership Support
- Dean’s Roundtable
- Chair’s Workshops

Faculty recruitment
- Search committee training
- Handbook for faculty search committees

Faculty Retention & Advancement
- Promotion & tenure panels
- Themed networking events
- Workshops and resources to support formal faculty mentoring
- Workshops on UD’s Covid policies
What We Do

Policies & Procedures

Support for Institutional Leaders

Faculty Recruitment

Faculty Retention & Advancement

Data Driven Research
Mentoring

Mentoring takes many different forms

• Evaluative mentor (e.g., department chair)
• Formal or procedural mentor
• Senior research mentors
• Collaborators
• Peer mentors & accountability groups

We all need a network of mentors.

• No single mentor can provide all the mentoring and guidance one needs.
Mentoring

- UD ADVANCE faculty climate survey data and faculty satisfaction interviews suggested differential access to mentoring and professional networks.
- Women and URM faculty were found to have lesser access to mentoring and professional networking opportunities.
- Through collaboration with the faculty senate, a formal faculty mentoring policy was established.
Formal Faculty Mentoring. Idea in Brief

*Faculty Handbook 4.4.2:* All assistant professors are to be assigned a formal faculty mentor by their chair.

- The formal mentor is a *procedural* mentor.
- Primary job is to ensure familiarity with departmental, college, and university policies and procedures.
- Should also help understand and navigate culture of the department/university.
- Can also help identify other mentors (e.g., research, teaching, etc.), but is *not* expected to act as your one, single mentor.
Mentoring Resources

Resources for Mentors and Mentees

- Mentoring Checklist (Suggested Topics)-STEM focused
- Suggested Mentoring Topics-Humanities focus
- UD Online Resources for New Faculty
- Discussing 2- and 4-year peer reviews
- Discussing annual appraisals
- Discussing UD’s temporary COVID-19 policies
- Tips for saying no

UD Policy Information for Mentors and Mentees

- Family-friendly policies for faculty
- Faculty Handbook
- Collective Bargaining Agreement
- Provost’s Office

University of Delaware
Advance Institute

Recruitment  Retention  Advancement  Work-Life  Climate & UD Data  Research  For Administrators
Next Steps

• Review your department's formal mentoring policy
• Talk with your chair if you do not yet have a formal mentor
• Reach out to your mentor
• Prepare for your first meeting by reviewing the mentoring checklist (available on the UD ADVANCE website)
• Attend a new faculty networking event for a more in-depth discussion of formal faculty mentoring at UD.
• Let us know if you have any questions!
Keep an Eye For Upcoming Events

- Formal mentoring policy event
- Promotion & tenure workshops
- UD COVID policies workshops
- International faculty events
- CT faculty events
- Themed networking events

Topics such as work-life balance, how to have a voice as a junior faculty member, implicit bias in student evaluations of teaching
Thank You!

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