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*Office of the Vice Provost for Faculty  
Advancement and Institutional Diversity*

ANNUAL REPORT 2018–2019

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# ABOUT US AND OUR MISSION

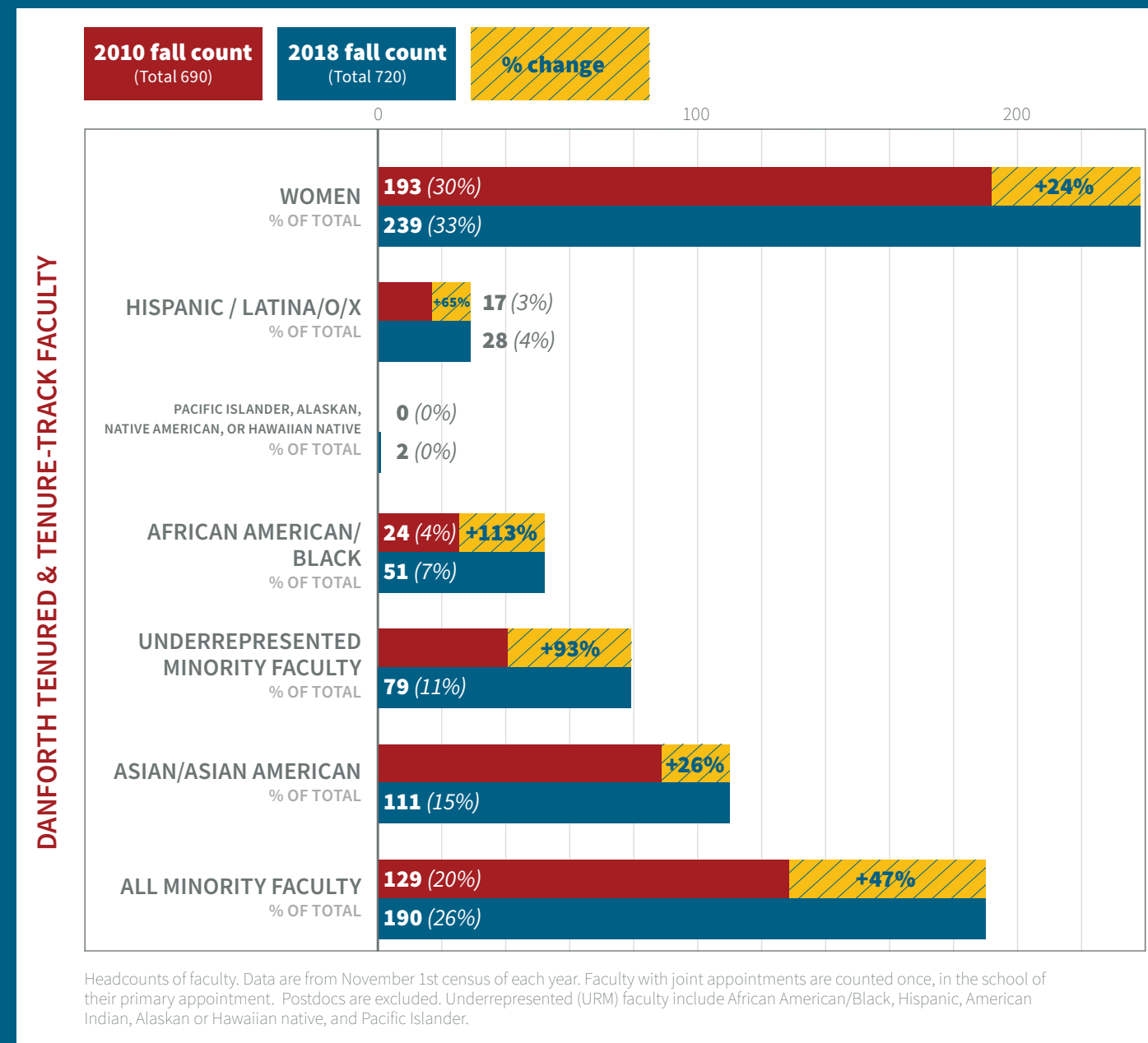
The [Office of the Vice Provost for Faculty Advancement and Institutional Diversity](#) consults and collaborates with Washington University’s Danforth Campus Schools to develop the campus strategy for faculty excellence. Our office works closely with the University’s deans, department chairs, and hiring chairs to recruit, retain, and develop a faculty that is both excellent and diverse. We offer annual search workshops for hiring chairs and search committee members and real-time recruitment, strategy, and support. Furthermore, we provide the attention, resources, and policy design our faculty require to ensure they have the academic and professional support necessary to thrive as world-renowned researchers, scholars, and teachers. Our broader mission is to embed diverse academic excellence throughout Washington University. Last year this included: an emphasis on gender equity; mentoring and leadership development programs; building infrastructure to diversify the academic STEM pipeline; the Distinguished Visiting Scholar Program; and faculty recruitment and retention. This report highlights a few of these efforts and successes.

“One of the great challenges of our time is how to foster respect, understanding, and meaningful collaboration across human difference.”

Adrienne Davis  
Vice Provost and William M. Van Cleve Professor of Law

# DANFORTH CAMPUS FACULTY TENURED AND TENURE-TRACK COUNTS

*Change from 2010–11 to 2018–19*



# DISTINGUISHED VISITING SCHOLARS PROGRAM

The [Distinguished Visiting Scholars Program](#) brings to Washington University underrepresented minorities and women in underrepresented fields who have distinguished themselves as leaders and innovators in the academy, in business or in fields of endeavor. During their stay, the Scholars participate in the intellectual life of the campus. Scholars interact with faculty and graduate students by leading workshops, delivering public lectures, visiting classes and teaching seminars.

“Washington University’s Distinguished Visiting Scholars Program is one of the most innovative and impactful programs in the nation for promoting cutting-edge scholarship. By bringing scholars to campus to work with, and learn from, the greater WashU community of students and faculty, the program enables scholars to serve as co-creators of knowledge for the common good of the university, and the nation. The Distinguished Visiting Scholars Program is quite simply a higher ed gem.”  
Professor Lázaro Lima, Distinguished Visiting Scholar, Spring 2019

“  
*Having Naomi Jackson here, with all the events surrounding her visit, was one of the most satisfying and enjoyable weeks I have spent working at WashU.*”

**Professor David Schuman**  
Director of Creative Writing & Senior Lecturer in English, School of Arts & Sciences



**VICTOR LAVALLE** *fall 2018, Oct. 31–Nov. 2*  
Associate Professor, Columbia University School of the Arts  
Sponsored by: Department of English; Center for the Humanities  
Public Lecture Title: “*Making Monsters: a Conversation and Reading...*”



**MOREHSHIN ALLAHYARI** *fall 2018, Nov. 27–29*  
Artist, activist, educator, and curator  
Sponsored by: Sam Fox School of Design and Visual Arts  
Public Lecture Title: “*Sam Fox Distinguished Visiting Scholar Lecture*”



**FRANK GURIDY** *spring 2019, Feb. 6–9*  
Associate Professor, Columbia University  
Sponsored by: American Culture Studies  
Public Lecture Title: “*Football, Masculinity & Politics in the Making of ‘Nixonland’*”



**LÁZARO LIMA** *spring 2019, Feb. 17–23*  
*E. Claiborne Robins Distinguished Chair in the Liberal Arts, Professor of Latin American, Latino and Iberian Studies, and Professor of American Studies; Associate Provost for Faculty; University of Richmond*  
Sponsored by: Department of Romance Languages and Literatures; Latinx Steering Committee; Department of History  
Public Lecture Title: “*The Latino Question & the Democratic Commons*”



**NAOMI JACKSON** *spring 2019, April 17–20*  
Writer  
Sponsored by: Department of English; Center for Diversity & Inclusion  
Public Reading

## UNDERREPRESENTED MINORITY FACULTY

*New Hire Results Over Last Nine Years*

### TENURED & TENURE-TRACK HIRES BY RACE/ETHNICITY



### UNDERREPRESENTED HIRES BY RANK



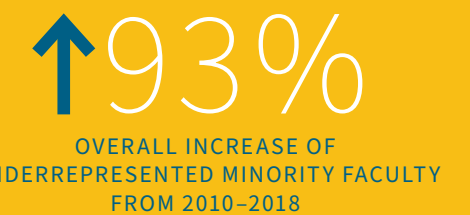
### TENURE-TRACK PROFESSOR OUTCOMES TO DATE



### 2018/2019 UNDERREPRESENTED FACULTY HIRES



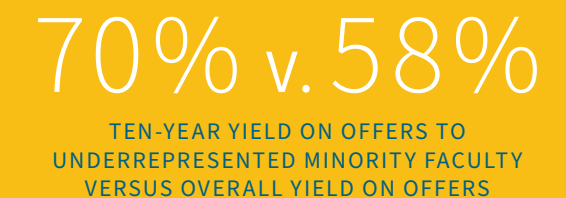
# NEW HIRE TRENDS



THE DANFORTH CAMPUS ACHIEVED GENDER EQUITY IN TEN-YEAR YIELD ON OFFERS



THE COLLEGE OF ARTS & SCIENCES ACHIEVED GENDER EQUITY IN FACULTY HIRING



# BUILDING THE STEM DIVERSITY PIPELINES

Under the leadership of Assistant Provost Rochelle Smith, our office focused on two goals in Science, Technology, Engineering & Mathematics (STEM) diversity: collaborating with and taking leadership roles in national pipeline programs and building the diversity academic pipeline in STEM. Promoting sustainable diversity in STEM pipelines is an imperative for Washington University and the academy more broadly.



## HOW WE ARE BUILDING THE DIVERSITY ACADEMIC PIPELINE IN STEM

### The Meharry Medical College Summer Research Program

With a goal of encouraging more underrepresented students of color to explore careers in academic medicine, the School of Medicine partnered with Meharry Medical College to create the [Meharry Medical College Summer Research Program \(Meharry SRP\)](#). Meharry SRP invites Meharry medical students to spend the months of June and July at the School of Medicine in a cohort-based summer research program. To introduce the students to the University and St. Louis, Vice Provost Davis hosts the students for lunch on campus and a reception at her home, connects them with Meharry Medical College alumni in the St. Louis area, and facilitates their participation in local cultural and social activities. Funded in part by an Eli Lilly grant, the Office of the Provost co-sponsors this program with the School of Medicine.

The Meharry SRP has hosted 74 Meharry students between 2011–2018

17 Meharry SRP Alumni returned to the School of Medicine to participate in its 4th Year Away Rotation and Visiting Elective Program

### Field of Dreams

For the third year Washington University was a Partner with [The Center for the National Math Sciences Alliance](#) and served as the host institution for its annual [Field of Dreams Conference](#). Held over three days in St. Louis, Field of Dreams recruits underrepresented minority students into the Mathematical Sciences by connecting them with faculty mentors and through seminars, workshops, offering graduate school information and resources, and more. As part of our annual hosting, Washington University welcomed a group of undergraduate conference participants to tour our campus and meet with our faculty over lunch, among other activities.

A focused group of undergraduate conference attendees were invited to Washington University for a satellite event to showcase our programs in the Mathematical Sciences, our campus, and research infrastructure. Some ultimately applied to our Mathematics doctoral program while others became ambassadors for us in the STEM pipeline.

The Math Alliance Facilitated Graduate Application Process Program (F-GAP) pairs undergraduates and master students with Faculty Mentors who assist them in navigating the application process to doctoral programs and identifying the departments that meet their expectations and professional objectives. During the year 2018-2019, 131 students around the country were part of the F-GAP program. 81 of them, or 76%, were admitted into a doctoral program.

### Leadership Alliance

[Leadership Alliance](#) is a consortium of 33 institutions of higher education whose primary goal is to increase the number of students from underrepresented backgrounds who pursue the Ph.D. and M.D./Ph.D. The Alliance provides summer research experiences for undergraduates culminating in a presentation of their work at the Leadership Alliance National Symposium.

Since joining the Leadership Alliance consortium in 2011, Washington University has hosted over 60 students in the program. More than 75% of participants matriculated into Ph.D. programs.

Leadership Alliance students matriculated into doctoral programs at Washington University and other Research 1 institutions, including University of Washington, University of Florida, Pennsylvania State University, University of Michigan, UC-Davis, and University of Iowa.

“Our membership in the Leadership Alliance has been instrumental in enhancing the experience we provide to summer undergraduate researchers.”

Emily Boyd  
Teaching Professor, McKelvey School of Engineering

### The Joint Postbaccalaureate Program in Mathematics, Physics, and Earth and Planetary Sciences (JPP)

Started in 2015, The [Joint Postbaccalaureate Program in Mathematics, Physics, and Earth and Planetary Sciences \(JPP\)](#) is designed to prepare exceptional students with bachelor's degrees to make the transition to competitive, funded graduate programs to pursue their doctorates. Participants engage in a rigorous plan of study, designed for them, and other field-specific activities. JPP also includes intensive advising, community building, and initiatives to bond the group in a nurturing environment. The program is led by faculty mentors from the Mathematics, Physics, and Earth and Planetary Sciences departments, and Rochelle Smith, Assistant Provost for Diversity Initiatives. The program is funded by the Office of the Provost, with substantial support from The Graduate School.

Between 2015 and 2019, 7 out of the 8 participants completed the JPP

4 matriculated into Ph.D. programs at Washington University—1 completed a Master's Program and was selected as a Fulbright Scholar



# GENDER EQUITY



The Vice Provost and team of Gender Equity Faculty Fellows deepened their efforts by setting several immediate and long-term goals for faculty gender equity on the Danforth Campus, including:

- Ensuring gender equity in professional advancement & development
- Improving the culture & climate for women faculty & identifying ways to interrupt bias
- Ensuring transparency & better communications about policies, resources & opportunities
- Engaging the campus in issues of gender equity in higher education more broadly
- Continuing to cultivate leadership opportunities for women faculty
- Community-building among faculty identifying as women
- Skill and capacity building

We highlight some of the initiatives that supported these goals this year:

## SPRING SEMESTER 2019 PILOT BI-WEEKLY WOMEN FACULTY LUNCHEONS

Prompted by calls for more opportunities to build community across ranks, schools, and disciplines, the Vice Provost and Gender Equity Faculty Fellows hosted a series of informal gatherings of tenure-stream women faculty members across Danforth Campus. Tenure-track colleagues in particular expressed appreciation for opportunities to connect with each other and senior colleagues.

## THE 2ND ANNUAL TOWN HALL FOR DANFORTH CAMPUS FACULTY GENDER EQUITY

The 2nd Annual Town Hall for Danforth Campus Faculty Gender Equity took place on Tuesday, March 19, 2019. During this annual meeting, we give updates on progress and challenges in faculty gender equity on the Danforth Campus. We focus on trends and changes in demographics and climate. Additionally, we highlight new and revised University policies, efforts underway, challenges, and programming and community-building resources.

### WORK/LIFE BALANCE STANDING COMMITTEE

is charged with identifying institutional challenges and obstacles to faculty pursuing successful professional careers alongside their personal/family priorities and making recommendations to address and improve work/life balance. The Standing Committee examines policies and makes recommendations for new policies or revisions of existing ones; reviews the University's climate surveys to identify issues and concerns; and identifies concerns that are both campus-wide and school specific. The Standing Committee is convened by the Provost and chaired by Professor and Gender Equity Faculty Fellow Stephanie Kirk.

### THE LACTATION ROOM TASK FORCE

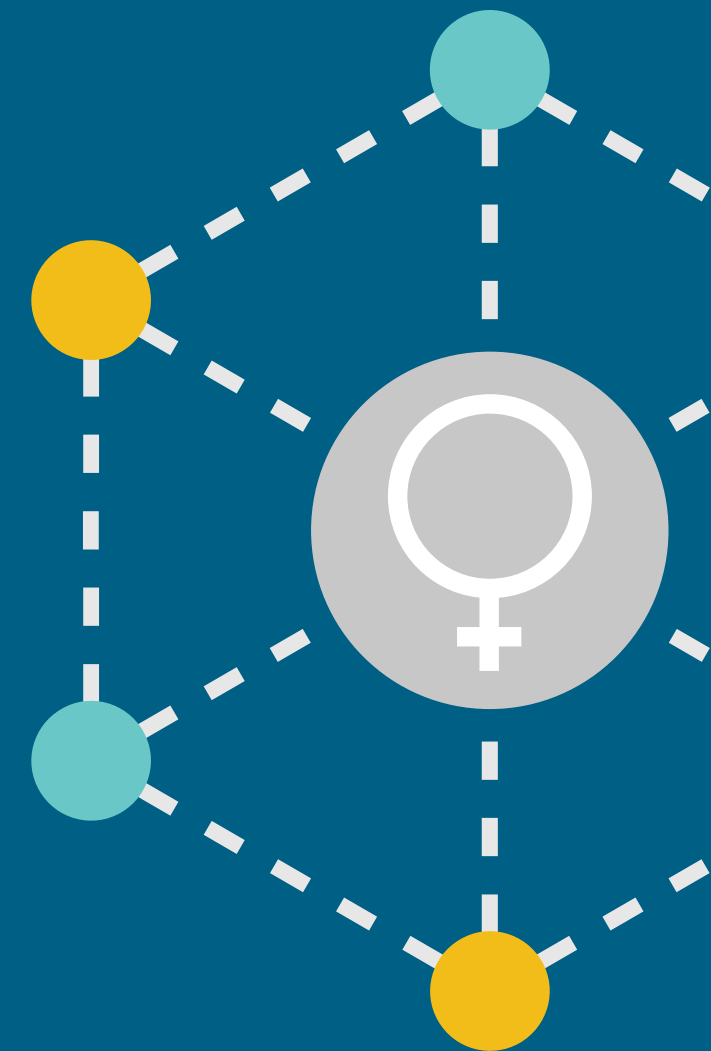
is charged to reinforce two aspects of the University's academic and healthcare mission: supporting members of our campus community as they pursue their research, learning, and teaching; and supporting breastfeeding as a public health goal. The Task Force reviews both the physical plant and institutional policies to ensure they are best serving this dual mission. The Task Force reports to Executive Vice Chancellor for Administration Hank Webber and is co-chaired by Professor and Gender Equity Faculty Fellow Stephanie Kirk and University Architect Jamie Kolker.

### ASSOCIATION OF WOMEN FACULTY (AWF)

Our office is pleased to continue to fund the Association of Women Faculty (AWF). AWF operates independently to provide support to women faculty on the Danforth Campus, host professional development opportunities and community building events, identify challenges and obstacles to gender equity, and make recommendations to the administration regarding policy design and resources. This year AWF is chaired by Jessica Wagenseil, Associate Professor, Mechanical Engineering and Materials Science, McKelvey School of Engineering.

### COLLABORATIVE PROGRAMMING WITH THE ASSOCIATION OF WOMEN FACULTY

Our office has begun regular partnerships with AWF to host speakers and workshops tackling pressing issues of gender equity in higher education. This year we co-hosted Katherine Zippel, Professor of Sociology at Northeastern University, and an expert on gender, science, and organizations. Over the course of her two-day visit, Zippel offered a workshop for department chairs and other institutional leaders: "Department Climate: How to Navigate both Gender and Cultural Diversity"; participated in a panel discussion: "Women in Global Science: Advancing Careers through International Collaboration"; and met with many campus stakeholders, including individual faculty members as well as leaders in the Office of Technology Management, the student Center for Diversity and Inclusion, and the Association of Women Faculty and Academic Women's Network.



“Working as a Gender Equity Faculty Fellow has been by far one of the most rewarding experiences of the 17 years I have spent at Wash U. Collaborating with Adrienne and the other fellows as we work to advance gender equity at the university has given me a unique sense of solidarity and shared purpose. The programming we have done has provided me with the opportunity to meet many of the incredible women faculty members employed here and I hope in some ways to have supported them in the work they do. The skills and experiences I have acquired from doing this work has enhanced so many of the other things I do in my professional life.”

**Stephanie Kirk**  
Gender Equity Faculty Fellow, Office of the Vice Provost for Faculty Advancement and Institutional Diversity, Professor of Spanish, School of Arts & Sciences.

# WFLI ALUMNI

The [Women Faculty Leadership Institute \(WFLI\)](#) brings together a small cohort of senior women faculty on the Danforth and Medical campuses who are in or aspire to leadership roles. Over three cohorts, WFLI has provided its 56 participants with access to local and national experts who enhance skill development across critical areas of leadership in higher education and more broadly.

WFLI Alumni Program reunites all of the WFLI graduated cohorts for continued professional development and community building. Some highlights from the 2018–2019 academic year include:

The 5th WFLI Alumni Summer Reading Program—The group met in June, July, and August to discuss a book recommended by Chancellor-Elect Andrew Martin, *Dare to Lead: Brave Work, Tough Conversations, Whole Hearts*, by Brené Brown.

In April the WFLI Alumni had a breakfast conversation with Chancellor-elect Andrew Martin about his goals and priorities for his chancellorship.

“

*I felt this training was an educative experience that blends study of managerial strategies, critical thinking through situational role-playing, and discussion of financial issues which affect university departments, highlighted by meeting faculty women in varying positions of leadership all there to learn and improve their approaches toward quality leadership within their departments. As a novice, I found it a perfect guide for my new role as Director of the MFA in Dance. Afterward, I felt prepared, ready to apply my new skills, to draw from my deeper understanding of departmental relationships, and to sustain my confidence to be present, participate, and represent my students.*”

**Christine Knoblauch-O’Neal**  
Director of Graduate Studies, MFA in Dance Program; Professor of Practice in Dance, Performing Arts Department, School of Arts & Sciences; WFLI 2017

“

*WFLI provides a platform of invaluable tools for navigating advancement in higher education. Throughout the inaugural cohort, Adrienne Davis and Tonya Edmond created an inspiring environment of colleagues supporting and learning from one another. Events included strategic visitors, notable speakers from leadership teams around the University, and personal training and coaching sessions. Being a part of the WFLI cohort remains a genuine privilege that impacts my choices and direction.*”

**Heather Woofter**  
Director, College of Architecture and Graduate School of Architecture & Urban Design; Sam and Marilyn Fox Professor, Sam Fox School of Design and Visual Arts; WFLI 2015

“

*I strongly recommend all senior women at Washington University to consider the Women Faculty Leadership Institute (WFLI). The program is an investment in yourself and your academic career, not just preparation for leadership. It provides training applicable for researchers, academics, as well as clinicians such as managing teams and navigating difficult conversations. But it also affords participants time to consider and articulate her own short- and long-term career objectives and develop a plan to achieve them.*”

**Bettina Drake**  
Associate Director, Cancer Health Equity, Siteman Cancer Center; Professor of Surgery, Washington University School of Medicine; WFLI 2017



## FACULTY RECRUITMENT AND RETENTION

Supporting Danforth Campus faculty recruitment efforts is one of our office’s chief priorities. Recruiting the best faculty and scholars in the world requires a collaborative effort, engaging with key stakeholders to ensure that applicant pools are diverse and that we make a compelling case for our scholarly community to each candidate. Every applicant is not only a candidate; they are a potential ambassador.

The Office of the Vice Provost leads two key initiatives that have contributed to a steady increase in the diversity in applicant pools, recruitment, and hiring: adopting the faculty recruitment instrument Interfolio and hosting annual Faculty Search Workshops.

### Interfolio

In fall 2018 our office began a one-year pilot with [Interfolio](#), the leading company serving hundreds of higher education institutions to streamline faculty recruitment efforts. Olin Business School, Sam Fox School of Design and Visual Arts, The Brown School, and the departments of Earth and Planetary Sciences and Women, Gender, and Sexuality Studies in Arts & Sciences all participated.

Assessment shows overwhelmingly positive feedback from faculty, staff, and administrators who highlighted the following advantages of the Interfolio platform:

- Streamlines faculty search and hiring process
- Offers strong hiring interface on both faculty and applicant sides
- Significantly reduces administrative time
- Aligns with candidate expectations and emerging hiring trends among our peer institutions
- Ensures consistency of candidate recruitment experience at University, e.g., Human Resources and General Counsel policies
- Satisfies faculty and deans’ need for real-time data on the diversity of the pool while maintaining the demographic anonymity of individual applicants
- Expedites Schools’ diversity/affirmative action reviews
- Streamlines Schools’ reporting to Provost
- Offers templates that can be customized, e.g., collecting data on first generation, SES diversity, and gender non-conforming applicants
- Collects information on “source” to assess the efficacy of recruitment strategies, e.g., cost effectiveness of ads
- Strong customer service and support
- Will connect to MyDay to streamline human resources intake of new faculty

### Search Workshops

Led by Vice Provost Adrienne Davis, the annual half-day workshop for faculty hiring committee chairs has been a signature initiative since 2012. Given its success and following growing requests from faculty, in fall 2018 we began to offer a more condensed search workshop for all faculty committee members.

- 61 Danforth Campus faculty search committee members participated in fall 2018
- 58 recruitment packets were requested by departments on the Danforth Campus to distribute among their finalists prior to or during their campus visit. An underlying goal of our office is to ensure candidates have ideal, consistent experiences in their interactions. In support of this goal, our office offers popular recruitment packets that showcase university resources and culture

## DEVELOPING OUR FACULTY

### Washington University Underrepresented Minority Faculty Development Seminar (the “MMS”)

Started in 2011, this cohort-based faculty development program is designed to help tenure-track, underrepresented minority faculty persist toward tenure and thrive within their respective academic units, at Washington University, and within the academy more broadly. The seminar goals include:

- Facilitating a full understanding of the tenure process and how to successfully achieve promotion and tenure
- Increasing knowledge of how a private, medium-sized, research intensive institution works
- Encouraging interactions with senior faculty members who themselves have achieved academic and professional success
- Assisting in identifying resources within the institution to ensure their success
- Gaining an understanding of themselves and the sense of a cohort across the disciplines

This program aims to serve two key aspects of a faculty development program: creating the conditions for academic and professional success, and fostering a sense of community and institutional support.

**During the 2018-2019 academic year, 18, or 73% of eligible faculty members, participated in the program.**

**During the 2018-2019 academic year, the MMS program welcomed 9 new participants**

**The MMS is a powerful retention program, with 88% of MMS alumni still at Washington University**

### Realizing Your Full Potential

Several Underrepresented Minority Faculty Development Seminar alumni sought to continue the success of the MMS cohort model at their new career stage as recently promoted associate professors. Guided by Vice Provost Adrienne Davis and convened by David Patterson Silver Wolf, Associate Professor and Faculty Fellow in the office of the Vice Provost, and Associate Professor Darrell Hudson, the *Realizing Your Full Potential Program* was piloted as a peer-led and peer-coached program designed to support the cohort in setting and pursuing goals for promotion to full professor.

Pilot events included:

- Cohort introduction
- Workshop on Cultivating Career-Long Mentors and Sponsors, led by Vice Provost Davis
- Discussion with Professor Ignacio Sánchez-Prado, Thurston and Van Duyn Professor in Humanities
- A Conversation with Senior Administrators: Mary McKay, Neidorff Family and Centene Corporation Dean of The Brown School; William Tate, Dean of the Graduate School and Vice Provost for Graduate Education; Adrienne Davis, Vice Provost for Faculty Advancement & Institutional Diversity

Pilot participants were enthusiastic and decided to continue *Realizing Your Full Potential* the following year.

“*The Realizing Your Full Potential (RYFP) program provided an outstanding opportunity to collaborate and learn from academic peers who were on similar professional level and path. Our meetings were both emotional and professionally supportive. Further, the RYFP program offered gatherings with senior faculty and administrators who openly shared their experiences and paths to success. These were unique sessions that were extremely valuable to my academic career.*”

**David Patterson Silver Wolf**  
Faculty Fellow in the Office of the Vice Provost for Faculty Advancement and Institutional Diversity; Associate Professor, The Brown School

“*I welcomed the opportunity to help conceive and design RYFP with David and Rochelle. We put advancing the participants’ research at the core of the RYFP by including ‘Write on Sites’ and research grant workshops.*”

**Darrell Hudson**  
Associate Professor, The Brown School



# THE FACULTY LEADERSHIP DEVELOPMENT SEMINAR

The Faculty Leadership Development Seminar, aka “The Breakfast Club,” is convened by Provost Holden Thorp and Vice Provost Adrienne Davis. Consisting predominantly of recently tenured associate professors, the informal group was formed in 2012 to cultivate the University’s next generation of faculty leaders. Discussions focus on challenges, opportunities, and transitions at Washington University and in higher education more broadly.

*The 2018–2019 program included the following guest speakers and discussion sessions:*



**“A Conversation with Cathy Davidson,”**  
Distinguished Professor of English and Founding Director of the Futures Initiative at the Graduate Center, CUNY; Co-director of HASTAC: Humanities, Arts, Science and Technology Alliance



**“Reflections on a Lifetime of Leadership”**  
with Chancellor Mark Wrighton



**“My Pathway to Leadership”**  
with Chancellor-elect Andrew Martin



**“Our Higher Calling: Rebuilding the Partnership between America and Its Colleges & Universities”**

Discussion with Provost Holden Thorp  
(Holden Thorp & Buck Goldstein, University of North Carolina Press 2018)

Case Study Discussion led by Adrienne Davis and Holden Thorp:

**“What Happened When the Dean’s Office Stopped Sending Emails After-Hours”**

by Andrew Martin & Anne Curzan, *The Chronicle of Higher Education*, April 2018

“There were two main values from *The Breakfast Club*. First, and perhaps most importantly, it introduced me to a range of colleagues from across the university. This helped create a cohesive atmosphere, deepened my connection to the university, and gave me perspective about how other areas of the university worked and the issues they face. Second, it gave me opportunities to meet and have informal but focused conversations with the university’s leadership and understand diverse leadership mindsets.”

**Raphael Thomadsen**  
Professor of Marketing, Olin Business School

## CHANCELLOR’S POSTDOCTORAL FELLOWSHIP PROGRAM

In 2017, the [University’s Commission on Diversity and Inclusion Faculty Report](#) recommended that Washington University make a strong commitment to developing the academic pipeline at the highest levels by creating a University-wide postdoctoral fellowship program. Assistant Provost Rochelle Smith and Faculty Fellow Adia Wingfield designed a program to meet the University’s vision and goal of diversifying the research and academic pipeline across higher education. Over the year, they engaged multiple campus stakeholders at the School of Medicine and on the Danforth Campus, as well as exploring how peer universities have structured such programs. In the end, proposing a Chancellor’s Postdoctoral Fellowship Program that would include all seven of the University’s schools.

# OUR TEAM

# OFFICE OF THE VICE PROVOST FACULTY FELLOWS



## ADRIENNE DAVIS

Vice Provost for Faculty Advancement & Institutional Diversity  
William M. Van Cleve Professor of Law  
Founding Director, Center for the Study of Race, Ethnicity & Equity

Davis holds appointments as Vice Provost; William M. Van Cleve Professor of Law; and Founding Director of the [Washington University Center for the Study of Race, Ethnicity & Equity](#). She heads the [Faculty Advancement and Institutional Diversity](#) unit within the Office of the Provost, which is charged with supporting the Danforth Campus Schools in developing and executing their strategies for faculty excellence and diversity. In addition to leading the Office, Davis focuses her efforts on enhancing the faculty recruitment and retention processes; assisting strategic recruitments of faculty and senior administrators; designing and leading faculty diversity and development programs across all ranks of faculty; and collaborating and consulting with a diverse range of stakeholders at the University. Her team excels at developing initiatives that have helped to drive the University's culture of innovation, diversity and inclusion, and academic excellence.



## ROCHELLE SMITH

Assistant Provost, Diversity Initiatives

As Assistant Provost, Rochelle supports diversity and recruitment in STEM, including students and faculty, and enhances the coordination of and support for the University's growing pipeline diversity initiatives. Rochelle directs several of the University's national pipeline partnerships, including [Leadership Alliance](#), a consortium of higher education institutions that encourage and mentor underrepresented students to pursue graduate school and research careers, and [Math Alliance](#), which seeks to ensure that "every underrepresented or underserved American student with the talent and the ambition has the opportunity to earn a doctoral degree in a mathematical or statistical science." (See p. 6). In her capacity as a principal architect of University pipeline initiatives, Rochelle developed a proposal to create a University-wide Chancellor's Postdoctoral Fellowship Program, designed to meet the University's vision and goal of diversifying the research and academic pipeline across higher education. She also leads the [Professional Leadership Academy & Network \(PLAN\)](#), the leadership development program for professional administrators at Washington University.



## CECILIA HANAN REYES

Program Coordinator

Cecilia Hanan Reyes is the Program Coordinator in the office of the Vice Provost. She oversees a variety of faculty development programs, including the Underrepresented Minority Faculty Development Seminar and the [Women Faculty Leadership Institute](#) (See p. 11). Cecilia also leads other initiatives such as the [Distinguished Visiting Scholar Program](#) and ad-hoc professional development workshops and seminars (See p. 4). She supports the office's hiring and recruitment efforts as coordinator of the Search Workshops for Hiring Committees, and provided oversight of the University's pilot with [Interfolio](#), a new faculty search platform (See p. 12). Cecilia provides primary leadership of the team's operations infrastructure.



## DAVID PATTERSON SILVER WOLF

Associate Professor, The Brown School

In collaboration with Assistant Provost Rochelle Smith and Professor Darrell Hudson, David conceived, designed, and leads the Danforth Campus *Realizing Your Full Potential* seminar, which is a peer-led and peer-coached cohort program designed to support newly minted underrepresented associate professors in setting and pursuing goals for promotion to full professor (See p. 13). David also consults with the Vice Provost on special projects and has developed a proposal for a "sober living and wellness" student living and learning community.



## ADIA WINGFIELD

Mary Tileston Hemenway Professor in Arts & Sciences

Building on the [University's 2017 Commission on Diversity and Inclusion Report](#), Adia Wingfield worked closely with Assistant Provost Rochelle Smith to design, develop, and vet a proposal for a University-wide Chancellor's Postdoctoral Fellowship Program that would meet the University's vision and goal of diversifying the research and academic pipeline across higher education (See p.15).



# GENDER EQUITY FACULTY FELLOWS (SEE P. 8)

The Gender Equity Faculty Fellows work closely with the Vice Provost to help drive the Danforth Campus's commitment to realizing gender equity among our faculty. The team emphasizes supporting women faculty's professional advancement and development; identifying ways to interrupt gender bias; offering opportunities for women faculty to build skills and capacity; cultivating women as faculty leaders; facilitating more transparent and strategic communications; and community building. The Gender Equity Faculty Fellows also lead the Office's close partnership with the Association of Women Faculty and chair key University committees and task forces.



**TONYA EDMOND**

Associate Dean for Diversity, Inclusion and Equity  
Professor, The Brown School



**AMY EYLER**

Associate Professor, The Brown School



**STEPHANIE KIRK**

Professor of Spanish, Comparative Literature, and Women, Gender,  
and Sexuality Studies, Arts & Sciences



# STUDENT INTERNS



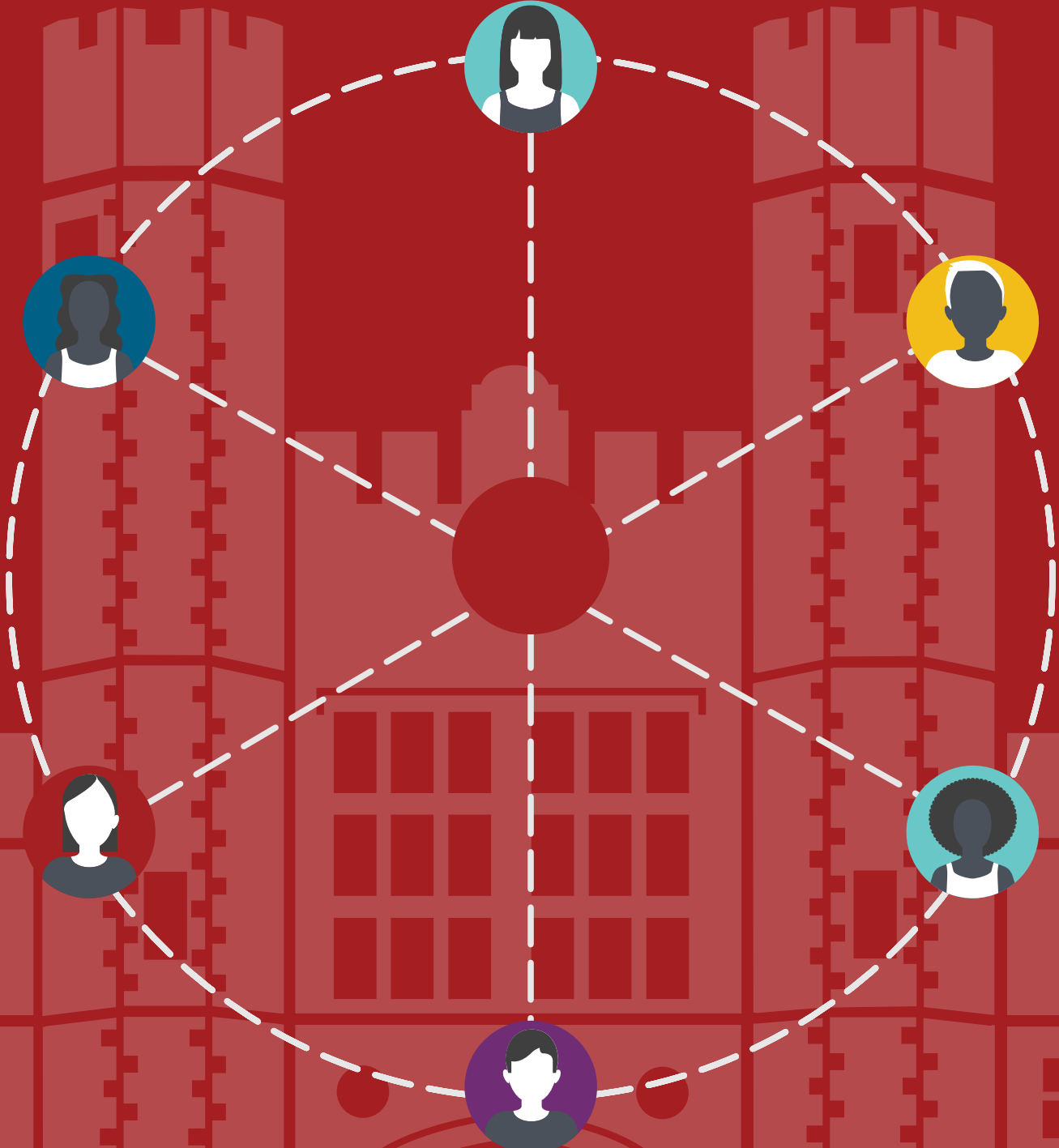
**MILLI BOKER**  
Lead Intern – Web & Special Projects



**DANIIL GERASIMOV**  
Graphic and Web Design Intern



**HAILEY RUSSELL**  
Research and Office Intern Studies, Arts & Sciences





## Contact Us

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