

►► **Office of the Vice Provost for Faculty
Advancement and Institutional Diversity
Annual Report
2017-2018**

Annual Report



Washington University
in St. Louis

Office of the Vice Provost
for Faculty Advancement &
Institutional Diversity

Faculty Hiring and Retention

Increased gender and racial/ethnic diversity from 8 years of new faculty hires and retentions

	2010-2011	2017-2018	8 year % change
Total Danforth Tenured/Tenure-Track Faculty	650	713	10%
Women	193	233	21%
<i>Women as % of total</i>	30%	33%	
Hispanic/Latinx	17	23	35%
<i>Hispanic as % of total</i>	3%	3%	
African American/Black	24	47	96%
<i>African American as % of total</i>	4%	7%	
Underrepresented (URM) Total	41	72	76%
<i>URM as % of total</i>	6%	10%	

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About us and our Mission



The Office of the Vice Provost for Faculty Advancement and Institutional Diversity focuses primarily on faculty diversity and development, consulting and collaborating with Washington University's Danforth Campus schools on their diversity and inclusion goals. 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 workshop training for hiring chairs and real time recruitment, strategy, and support. Furthermore, we provide the attention and resources 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: the Commission on Diversity and Inclusion; faculty recruitment and retention; academic pipeline programs with an emphasis on STEM diversity; the Distinguished Visiting Scholar Program; leadership development programs; and Best Practice Advisory Groups. This report highlights a few of the efforts and successes in the recruitment, hiring, retention, development, and overall support of a diverse and multicultural faculty and University more broadly. To learn more about our work, please visit www.diversity.wustl.edu.

Distinguished Visiting Scholars

Excellence and Distinction

The Distinguished Visiting Scholars program brings to campus underrepresented minorities and women in underrepresented fields who are innovators in the academy, in business, or in fields of endeavor.

Bringing Future Faculty to WashU

The Distinguished Visiting Scholars program was established in the fall of 1998 as part of the University’s efforts to increase the numbers of underrepresented faculty on campus. The goal is to identify and recruit future faculty, forge relationships with experts in their fields, and to cultivate ambassadors for future hiring efforts.

How the Program Works

Each scholar is hosted by a Danforth campus school or academic department. The school/department hosts public lectures, classes and studio visits, and faculty seminars and workshops. Our office funds the visit.



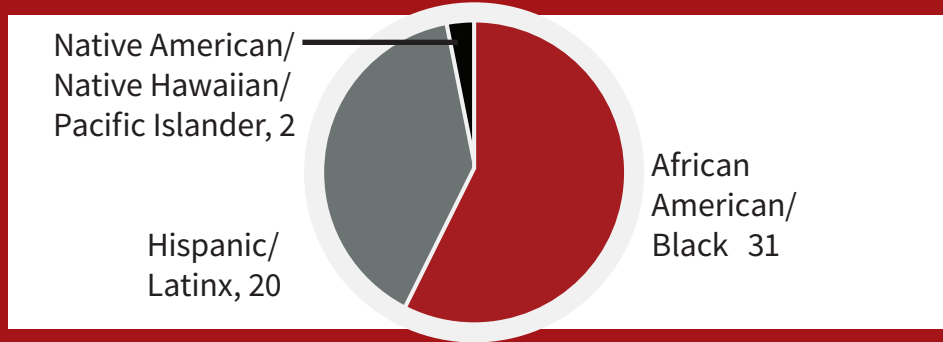
Distinguished Visiting Scholar:

Sofia Al-Maria, Artist, April 26 - 29, 2018
Sam Fox School of Design & Visual Arts
Center for the Humanities

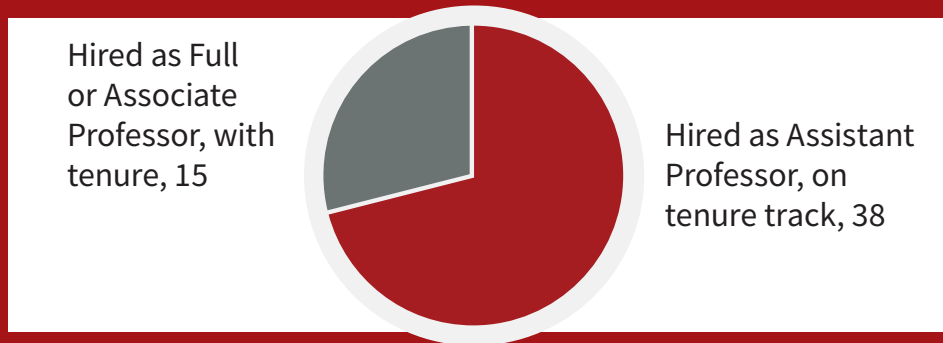
62
Distinguished
Scholars
have visited the
Danforth Campus
since 1998

Underrepresented Minority Faculty: New Hire Results Over Last 8 Years

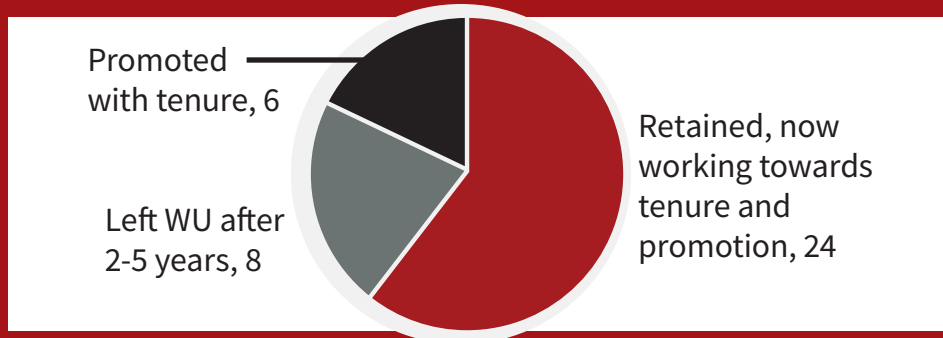
 Tenure and tenure track hires by race/ethnicity



 Underrepresented minority hires by rank



 Outcomes to date



All in the Numbers

157

invites to campus

81

offers

56

hires

Underrepresented minorities

69%

of offers to underrepresented minorities were accepted

61%

of offers to faculty overall were accepted

28 to 47

Five year increase in

African American/ Black tenured/ tenure track faculty on Danforth Campus

1,500

copies of our publication *The Insider's Guide* were requested to support recruitment across the University



Strategic Use of Target of Opportunity Hires

Since AY 2010, of 35 target hires:

43% women

15 women faculty hired

All were hired as Full or Associate Professors with tenure

54% underrepresented minorities

19 faculty hired

16 African American/Black
2 Hispanic/Latinx
1 Native American

Professional Leadership Academy and Network (PLAN)

“

Participating in PLAN was an extremely rewarding experience. I learned a lot about myself and the University - insights that I have been able to put to use in my day-to-day work. I am proud to call the members of my PLAN class both my colleagues and friends.

Ellen Rostand



The Professional Leadership Academy & Network is a yearlong professional development program for senior-level staff on both the Danforth and Medical campus.

Cultivating Future Leaders

PLAN's mission is to cultivate future leaders among staff members who are already key contributors within their departments. PLAN offers a curriculum strategically designed to: strengthen institutional knowledge; develop an appreciation for the importance of inclusion; cultivate core leadership skills; and create a cohort experience. These skills include strategic thinking, innovation, creativity, and project management.

In 2017, the fourth cohort of 24 PLAN participants attended several retreats and monthly "Lunch & Learns" with University administrators. Training culminated with group projects through which PLAN participants developed strategic solutions for key University issues.

88% of all PLAN participants are still retained at Washington University

45% of those retained have received promotions within two years of participating in PLAN

Commission on Diversity and Inclusion

University-wide plan for diversity

Sparked by a semester of campus activism and dialogue and the recommendations of a steering committee, in February 2015 Chancellor Mark Wrighton and Provost Holden Thorp convened a Commission to create a University-wide plan for diversity.

The Commission on Diversity and Inclusion worked from August 2015 through October 2017. The Commission was composed of 27 members of the Washington University community, including faculty members, staff, and students—undergraduate, graduate, and professional students—from all campuses. To tackle the action items, the Commission appointed 12 working groups and utilized the perspectives, experiences, and expertise of more than 230 faculty members, staff, and students. In addition, the Commission took on the task of making recommendations on: an institutional scorecard, a chief diversity officer, a centralized “Academy” to house training and other inclusion initiatives, sex and gender equity, tenure standards, Urban Fellows, publicity/communications strategy, and support for the University’s Supplier Diversity Initiative. We also solicited input from the University’s LGBT Advisory Committee.



COMMISSION_{ON}
DIVERSITY_{AND}
INCLUSION

 Washington University in St. Louis

Executive Summary Report from the Commission on Diversity and Inclusion - June 30, 2017

The Executive Summary of the Report from the Commission on Diversity and Inclusion and the individual reports represent the culmination of two years of deep engagement, focused strategizing, fact finding, bench marking, and listening to the voices of the Washington University community.

To learn more and view the Executive Summary and individual reports, please visit www.diversity.wustl.edu/framework/commission-diversity-inclusion/

STEM Initiatives

Joint Post-Baccalaureate Program in Mathematics, Physics and Earth and Planetary Sciences

The Washington University Joint Post-baccalaureate Program (JPP) in Mathematics, Physics and Earth and Planetary Sciences is aimed at exceptional individuals with a bachelor's degree in any one of these or related fields. It is designed to prepare students to transition to graduate school and pursue the Ph.D. Participants engage in a rigorous plan of study in a nurturing environment and under the guidance of a Washington University faculty mentor. JPP activities include seminars, individualized career counseling, workshops on applying to Ph.D. programs, social activities, and a stipend.

The goal and expectation is that participants will apply to and matriculate into a Ph.D. program, whether at Washington University or another research university.

The Center for the National Math Sciences Alliance

(formerly the National Math Alliance)

The Center for the National Math Sciences Alliance started over 15 years ago with a community of math and statistics faculty at three of the Iowa Regents Universities: Iowa State University, University of Iowa, and the University of Northern Iowa (<https://mathalliance.org/welcome/>). The goal of the Alliance is to increase the number of doctoral degrees in the mathematical sciences among groups that have been traditionally underrepresented in those fields. Importantly, the Alliance has generated the highly successful Field of Dreams Conference.



The Field of Dreams Conference

The Field of Dreams Conference is an initiative through The Center for the National Math Sciences Alliance and is an annual three day event that brings together faculty in the mathematical sciences with students from backgrounds underrepresented in those fields. It provides these students with mentoring, seminars, workshops, graduate school information, and more. November 2017 was the second time that the Alliance partnered with Washington University to convene the conference in St. Louis. Since moving to St. Louis, the Field of Dreams Conference has seen steady increase in participation:

2017 Conference Attendance



Campus Visit to Washington University, November 2017

Approximately 40 Field of Dreams undergraduate attendees were invited to Washington University immediately prior to the conference to explore the campus and opportunities in our programs in the mathematical sciences. These students are from backgrounds historically underrepresented in the mathematical sciences, including underrepresented minorities, women, and/or students from low-socioeconomic backgrounds.

Developing Our Faculty

Danforth Campus Under-Represented Minority Faculty Mentoring Seminar

Started in 2011, the Minority Faculty Mentoring Seminar (MMS) is designed to increase the likelihood that new, tenure-track, under-represented minority faculty persist toward tenure and thrive within their respective academic units and at Washington University more broadly. This program includes seminars to: increase new faculty's knowledge of how a private, mid-sized, research intensive institution works; encourage their interactions with senior faculty members who themselves have achieved academic and professional success; assist them in identifying resources within the institution to ensure their success; help them gain a full understanding of the tenure process and how to successfully achieve promotion and tenure; and help gain an understanding of themselves and the sense of a cohort across the disciplines.

A powerful retention tool, this program is designed to serve both key aspects of a faculty development program: creating the conditions for academic and professional success and fostering a sense of community and institutional support.



“The MMS program was a wonderful source of support, camaraderie, and inspiration.”

- Jonathan Silva
Associate Professor of Biomedical Engineering



Women Faculty Leadership Institute

The Women Faculty Leadership Institute (WFLI), inspired by the incredible talent that exists among our women faculty and a commitment to diversifying the leadership structure of universities, brings together a small cohort of senior women faculty who seek to pursue or better understand leadership.



“WFLI taught me how to negotiate for critical resources, manage and motivate my students and staff, and define my long-term career goals. The connections that I made with the other WFLI participants have been invaluable for advice, support and professional collaborations.”

- Jessica Wagenseil, Associate Professor of Mechanical Engineering and Materials Science

» Institute Training

WFLI provides participants with access to local and national experts who address skill development in critical areas of leadership. Topics include: negotiation, strategic communication, managing conflict, managing and building teams, university finances, and mentoring. Participants build their capacity for leadership and expand their professional network by developing connections with women leaders across disciplines from both the Danforth and Medical campuses.

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 associate professors, the group was formed in 2012 by Wayne Fields, Lynne Cooper Harvey Chair Emeritus in English, and Adrienne Davis, to cultivate the University’s next generation of leaders. Discussions focus on challenges, opportunities, and transitions at Washington University and in higher education more broadly.

During the 2017-2018 academic year, the group met with Mark Taylor, Dean of Olin Business School and the Donald Danforth Jr. Distinguished Professor of Finance; and Elmira Mangum, Distinguished Scholar-in-Residence at Washington University during the 2017-2018 academic year and former President, Florida A&M University. In addition, the seminar discussed the book “The New Education: How to Revolutionize the University to Prepare Students for a World In Flux,” by Cathy N. Davidson, and concluded with a case study regarding free speech on college campuses.



Elmira Mangum



Mark P. Taylor

Our Team



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

Davis holds a dual appointment as Vice Provost and the William M. Van Cleve Professor in the Washington University School of Law. She heads the Faculty Advancement and Institutional Diversity unit within the Office of the Provost which is charged with working on faculty development, diversity, and other University-wide initiatives. Her administrative portfolio includes consulting with each of the Danforth Campus schools to enhance faculty recruitment, retention, diversity, and development. She also coordinates a suite of initiatives to enhance faculty diversity and development, including mentoring, postdoctoral fellowships, and seminars and workshops.



Rochelle Smith, Assistant Provost, Diversity Initiatives

As assistant provost, Rochelle supports diversity and recruitment in STEM, including all educational levels and faculty; enhances the coordination of and support for the University’s growing pipeline initiatives; and leads Washington University Diversity Pipeline Consortium-STEM. Rochelle directs the University’s partnership with Leadership Alliance, a consortium of higher education institutions that encourage and mentor underrepresented students to pursue graduate school and research careers. She also coordinates PLAN, the leadership development program for professional administrators at Washington University.



Gail A. Boker, Program Coordinator, Faculty Advancement & Diversity Initiatives

Gail coordinates programs and initiatives focused on faculty development, recruitment and retention, including the Distinguished Visiting Scholar initiative, and the Faculty Leadership Seminar and the Women Faculty Leadership Institute. Gail also manages the office and its budget. She is the liaison to the University’s affinity groups and other signature programs, including the MLK Commemoration Committee and McLeod Honors, among others. She oversees several partnerships between our office and external institutions.



Cecilia Hanan Reyes, Administrative Assistant

Cecilia provides high-level administrative and calendaring support for Vice Provost Adrienne Davis and is the administrative lead of the Commission on Diversity and Inclusion. She also supports faculty recruitment and retention as well as other initiatives, including the Search Workshops for Hiring Chairs. Cecilia manages a wide range of office tasks to ensure that the office’s core mission is met. She is the face of the office, greeting faculty, staff, students, and other University and external stakeholders.



Sommer Payne, Assistant, Provost Diversity Programs

Sommer Payne is a graduate of Washington University’s College of Arts & Sciences. Sommer provides high-level administrative and programmatic support for Assistant Provost Rochelle Smith. These responsibilities included all necessary administrative support pertaining to the suite of programs under the portfolio of the Assistant Provost, including Professional Leadership Academic Network (PLAN), Washington University Diversity Programs Consortium – Science, Technology, Engineering and Mathematics (WUDPC – STEM), the Standing Committee on Facilitating Inclusive Classroom (SCFIC), Leadership Alliance affiliation and summer programming, and the JPP Program.



Vice Provost for
Faculty Advancement
and Institutional Diversity

OFFICE OF THE PROVOST AT WASHINGTON UNIVERSITY

Thank you
for your support.

To learn more about our office and initiatives please visit
www.diversity.wustl.edu

Contact Us

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