

ADVANCE at the University of Maryland Baltimore County: Looking Back and Moving Forward

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Institutional Change

POLICY DEVELOPMENT AND IMPLEMENTATION

- Faculty Development Plans for ALL Newly Hired Faculty**
- To be developed with the chair and the newly hired faculty member
 - To clearly define the expectations for tenure and promotion
 - To establish a relationship (early on) with the chair and the faculty member
 - Currently incorporated into all Tenure and Promotion Guidelines

Evaluation of STEM Chairs and Deans

- Occurs regularly
- Includes diversity as a goal
- Incorporated in the "President's Council" report (Semi-Annually)

Long-term STEM Department Diversity Visions

- Includes goals for recruiting, interviewing, hiring and retaining women and underrepresented minority faculty in the department.

UMBC Family Leave Policy

- 92-94% of UMBC STEM faculty are married or in domestic partnerships. This policy is designed to assist faculty with various support plans including family leave, medical leave and other flexible leave plans.

STEM Faculty Marital and Family Status	Science & Engineering Faculty Nationally	STEM Faculty UMBC
74% of women Science and Engineering (S&E) faculty are married or in domestic partnerships.	92% of UMBC women STEM faculty are married or in domestic partnerships.	
87% of men S&E faculty are married or in domestic partnerships.	94% of UMBC men STEM faculty are married or in domestic partnerships.	
42% of women S&E faculty have children.	73% of UMBC female faculty have children.	
50% of men S&E faculty have children.	74% of UMBC male faculty have children.	

FACULTY ADVANCEMENT WORKSHOP SERIES

Workshops intended to provide faculty with necessary information to successfully advance through the ranks of academia, including:

- Writing Winning Grants
- Ten Tips for Tenure
- Theatre Techniques for Successful Negotiation and Presentation
- The Scientific Writing Workshop Series
- Effective Communication in Mentoring Relationships
- Goal Setting for Faculty Development Plans

DEANS AND CHAIRS MEETINGS

- ADVANCE Sustainability & Partnership Development
- Successfully Mentoring Junior Faculty through Tenure

FACULTY LIAISONS

Departmental representatives who are conduits of information to and from the departments and the ADVANCE Program

DISTINGUISHED SPEAKER SERIES 2008-2010

Gender and Computing
Dr. Maria Klawe, President, Harvey Mudd College
Former Dean of Engineering, Princeton University

ADVANCE Leadership Retreat
Dr. Sandra Shullman,
Dr. Jane Tucker and
Dr. Barbara Butterfield,
COACH, University of Oregon

Leadership Challenges for Women in STEM
Dr. Kristina Johnson, Under Secretary for Energy,
U.S. Department of Energy and former Provost and
Senior Vice President for Academic Affairs, Johns
Hopkins University

Recruitment and Hiring

FACULTY HORIZONS: 2004-2008

- 2 1/2 day Intensive Success Workshop for aspiring STEM faculty
- Targeting women post-doctoral fellows and upper-level graduate students, particularly women and women of color
- 322 participants in 5 years
- 94% women
- 44% from underrepresented groups



2008 Faculty Horizons Program
July 10-12, 2008



2007 Faculty Horizons Program
July 12-14, 2007

DEPARTMENTAL DIVERSITY PLANS

- Established by the Provost in 2000 and required by all departments hiring new faculty
- Focused on attracting broad pools of applicants for new searches
- Plan includes a clear commitment to:
 - Considering diversity when establishing the search committee
 - Advertising in publications focused on underrepresented groups
 - Fully considering women and underrepresented minority applicants
 - Arranging meetings for candidates with groups focused on diversity
 - Addressing dual career issues

HIGHLIGHTS OF RECRUITMENT AND HIRING: 2003-2012

Since the inception of the ADVANCE Program at UMBC, women tenure track faculty have increased 40% from Fall 2003 (N=30) to Fall 2012 (N=42). Additionally, with the support offered through ADVANCE, the numbers of STEM women at the assistant professor and associate professor ranks have also increased – assistant professors by 23% (Fall 2003 N=13, Fall 2012 N=16) and associate professors by 25% (Fall 2003 N=12, Fall 2012 N=15). There has also been a 120% increase in the number of full professorships from Fall 2003 (N=5) to Fall 2012 (N=11).

Faculty Horizons Program 2004 - 2008

Faculty Horizons Participants by STEM Field (Number of Participants=322)	
Biology	26%
Chemical & Biochemical Engineering	10%
Chemistry & Biochemistry	15%
Civil Engineering	8%
Computer Science Electrical Engineering	11%
Information Systems	5%
Mathematics & Statistics	7%
Mechanical Engineering	8%
Physics	9%

Advancement Activities

RESEARCH ASSISTANTSHIP PROGRAM: 2004-2008

Designed to ensure the success of STEM faculty, particularly women, who are moving through the tenure, promotion, and advancement process; and, support faculty who have a proven track record or plan of advancing women faculty in STEM.

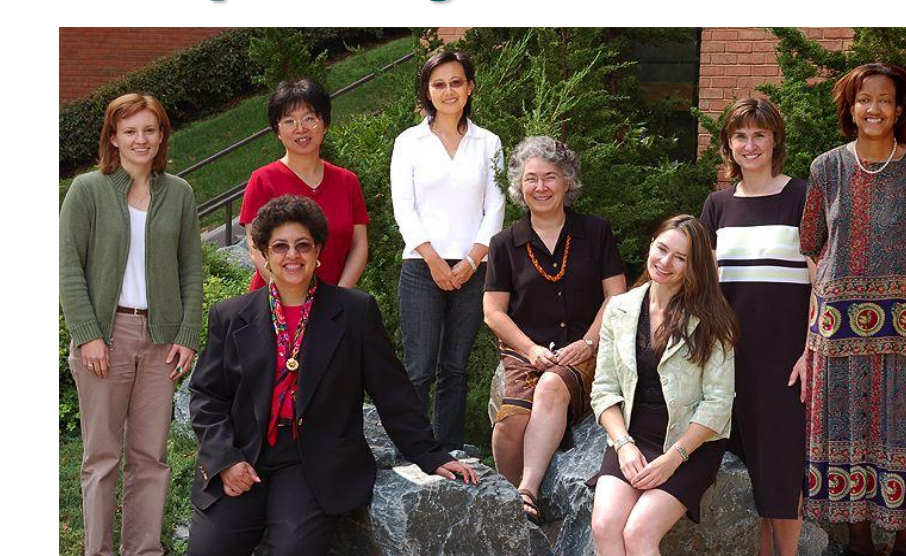
From 2004-2008 a Total of 37 Research Assistant Awards Accepted by STEM Faculty



2004-2005 Recipients



2005-2006 Recipients



2006-2007 Recipients

FACULTY SPONSORSHIP COMMITTEE

- A committee of senior STEM women who:
- Work with those women who are nearing a university personnel review (e.g. 3rd year review, tenure and promotion to full professor)
 - Clarify the review process
 - Share successful self-assessments, review and provide feedback on self-assessments
 - To assign a formal mentor in their discipline (if there is not one already assigned)

CLIMATE & RETENTION INITIATIVES

Universities with high rates of women and minority faculty retention in STEM cultivate a culture of inclusion and success for all faculty.

ADVANCE Executive Committee provides counsel and guidance on programmatic initiatives designed to advance the success of women faculty in STEM at UMBC.

Executive Committee on the Recruitment and Retention of Underrepresented Minority Faculty addresses issues and concerns specifically associated with the hiring, retention and advancement of minority faculty at UMBC.

CAMPUS LEADERSHIP

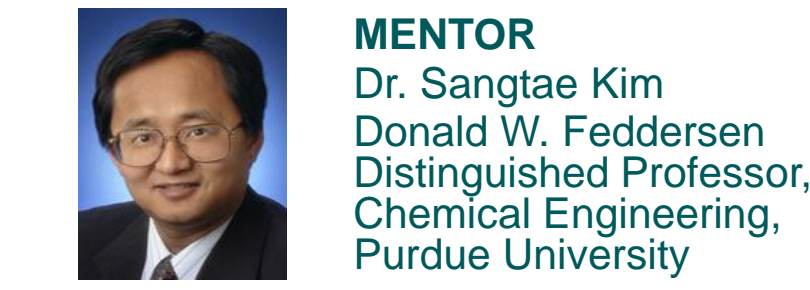
UMBC ADVANCE

Freeman Hrabowski, President
Philip Rous, Provost
Patrice McDermott, Vice Provost for Faculty Affairs
William LaCourse, Dean of Natural and Mathematical Sciences
Warren DeVries, Dean of Engineering and IT
John Jeffries, Dean of Arts, Humanities and Social Sciences
Phyllis Robinson, Chair of WISE, Professor of Biological Sciences
Penny Rheingans, Professor and Director,
Center for Women & Information Technology

Advancement (continued)

EMINENT SCHOLAR MENTOR PROGRAM

Designed to facilitate a mentoring relationship between a UMBC STEM female faculty member and a prominent researcher in her field. The relationship is established to provide a connection for the UMBC faculty member to a prominent scholar in their field and the larger scientific community, hence enhancing their career.



MENTOR
Dr. Sangtae Kim
Donald W. Fadderson
Distinguished Professor,
Chemical Engineering,
Purdue University



MENTOR
Dr. Gregory Martin
Professor, Boyce Shultz
Scientist, Department of Plant
Biology
Cornell University



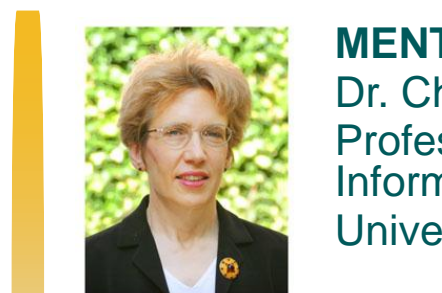
MENTEE
Dr. Marijoose Castellanos
Assistant Professor of
Chemical and Biochemical
Engineering, UMBC



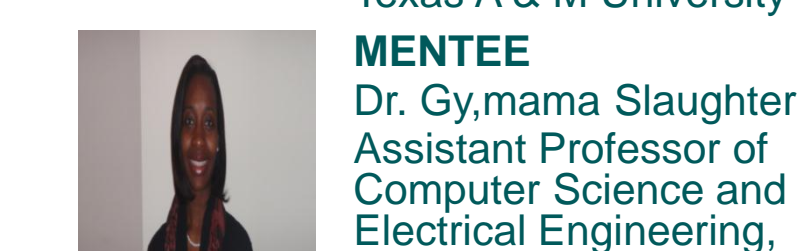
MENTEE
Dr. Hua Lu
Associate Professor of Biological
Sciences, UMBC



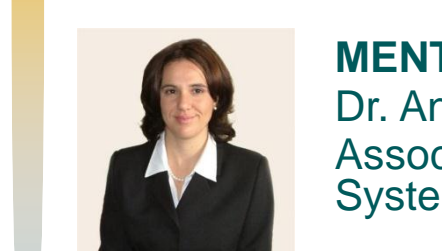
MENTOR
Dr. Karen Butler-Purry
Associate Provost for
Graduate Education and
Professor of Electrical
Engineering,
Texas A & M University



MENTOR
Dr. Christine Borgman
Professor and Presidential Chair,
Information Studies
University of California, Los Angeles

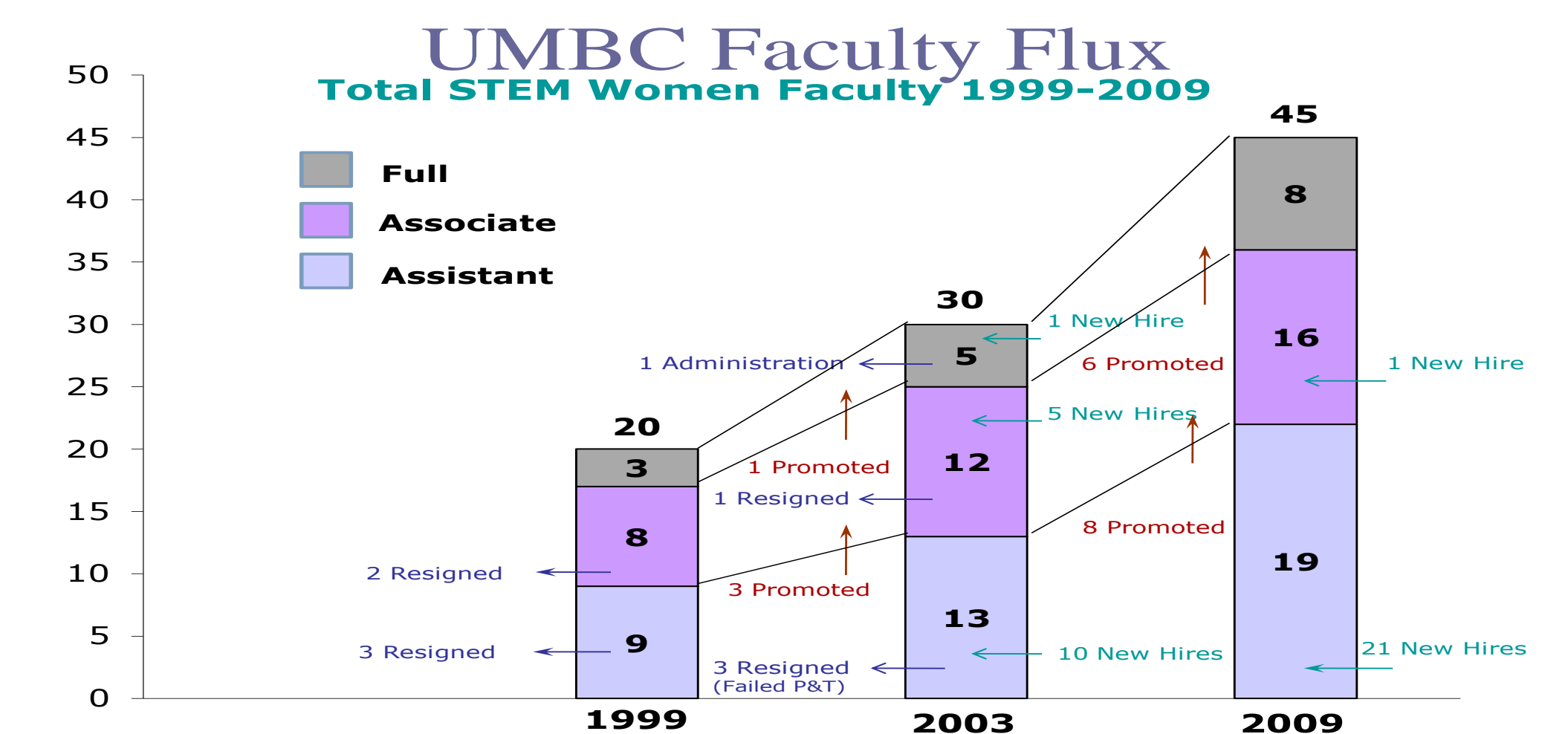


MENTEE
Dr. Gyama Slaughter
Assistant Professor of
Computer Science and
Electrical Engineering,
UMBC



MENTEE
Dr. Anita Komlodi
Associate Professor of Information
Systems, UMBC

HIGHLIGHTS OF ADVANCEMENT ACTIVITIES



The above flux chart, based on the model developed by Virginia Valian, co-Director of the Gender Equity Project at Hunter College, illustrates the growth and loss of UMBC women faculty in STEM from 1999 to 2009.

Communities of Support

Faculty development and mentoring activities through communities of support have been vital to retaining and advancing women and minority faculty at UMBC.

- UMBC Women in Science and Engineering (WISE)
- UMBC Center for Women and Information Technology (CWIT)
- UMBC Black Faculty Council
- UMBC Society of Black Engineers

Program Coordinator

The ADVANCE Program Coordinator is a state-funded position within the Office of the Provost:

- Sustains and expands ADVANCE programming
- Supports the ADVANCE Executive Committee
- Monitors progress through ongoing data collection & analysis
- Develops resources for attracting and retaining a diverse faculty

ABOUT UMBC

The University of Maryland, Baltimore County (UMBC) is a medium-sized public research university in the Baltimore-Washington corridor that attracts high-achieving undergraduate and graduate students in the natural and social sciences, engineering, public policy, arts and humanities. UMBC is in the top tier of research universities nationally. The Carnegie Foundation classifies UMBC as Doctoral/Research-Extensive and most recently UMBC has been named a "Top Up-and-Coming" university by U.S. News and World Report America's Best Colleges Guide.