Arts, Sciences & Engineering

Faculty Development and Diversity Overview

AY 2017-2018
Our new Dean!

- **Donald Hall, Ph.D.**
- Dean of Arts and Sciences, Lehigh University
- Seasoned Academic Leader
- Scholarship in Victorian Literature
- Record of achievement in inclusion and equity
- John Barker's hiring,
- the new dean,
- our meetings with search committees,
all the conversation being overtaken by the EEOC, and the restorative practices work.

we added to the offer letters for all faculty positions in the Hajim School a specific paragraph on mentoring, providing the name(s) of initial mentors for the candidate and the expectation that they will become mentors to more junior faculty as they mature in their careers.
Current Work: Climate

- Family-friendly meeting hours
- Family-friendly parking
- Review of departmental seminar lists
- ASE diversity and inclusion website
- ASE Discussions on Topical Challenges
- Reinvigorating SBAI/FDI
- Hajim Alumni Women Network
- Climate survey
Organized Events

- Ever Forward Outreach

- Wine and cheese events
  - Hajim women faculty: 16 including teaching-track faculty
  - Arts and Sciences women faculty: 137 including teaching-track faculty and ASE deans (not in SAS)
Hajim Women Alumni Network

Career communities are a way to connect students and alumni to each other, information, and resources as they explore their

20 MEMBERS CREATED 2 MONTHS AGO

Hajim Women Alumni Network
The Hajim Women Alumni Network serves to: Develop connections among alumni of the Hajim School of Engineering and Applied

6 MEMBERS CREATED 6 DAYS AGO
Climate Survey

<table>
<thead>
<tr>
<th>Vibrant Units (0 to 5)</th>
<th>Warning Signs (0 to 3)</th>
<th>Challenged Units (0 to 5)</th>
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</thead>
<tbody>
<tr>
<td>- Respectful dealings among colleagues, department</td>
<td>- Complaints disproportionate to other units, campus</td>
<td>- Serious misconduct: discrimination; sexual, financial, criminal, etc. (arrests, lawsuits...)</td>
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<td>- Openness, transparency, shared governance</td>
<td>- Email and/or social media were, harassment, stalks, conflict aversion</td>
<td>- Culture that suppresses or hides problems; punishes reporting; faulty schemes, battles,</td>
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<tr>
<td>- Culture of excellence and quality; strong candidates</td>
<td>- Weak or ineffective hiring, requests for transfers, departures</td>
<td>- Repeated inability to hire, retain quality faculty, staff</td>
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<tr>
<td>- Support and mentoring for faculty and students alike</td>
<td>- Weak P&amp;T practices; many terminal associate professors</td>
<td>- Toxic atmosphere, especially for junior faculty, students</td>
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<td>- Open discussion of ideas and research; high productivity</td>
<td>- Declining scholarly indicators (productivity, PhD, PhD placement; time to degree...)</td>
<td>- Scholarly standing below university's, uneven in unit</td>
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<td>- Distributed service responsibilities, aligned with faculty strengths</td>
<td>- Financial disarray</td>
<td>- Departmental business at a standstill, in gridlock</td>
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<td>- High level of communication—willingness to listen, compromise, problems addressed, not submerged</td>
<td>- Ad hoc practices; forum-shopping; seeking desired answers from different officers; hiding problems</td>
<td>- Lack of transparency; hidden agendas; faculty involve students in disputes</td>
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<td>- Curricular innovations, adaptations to meet changing student, campus, needs</td>
<td>- Enrollment declines, lack of curricular innovation</td>
<td>- Curricular stagnation, lack of student interest in offerings; outdated curriculum</td>
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<td>- Leadership has high expectations, uses policies, makes decisions, builds community</td>
<td>- Simultaneous evaluations; generational discord; externalizing problems</td>
<td>- Weak or autocratic leadership; different messages to different audiences; meddling by previous leader of unit</td>
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<td>- Collective vision of goals and priorities.</td>
<td>- Limited sense of priorities</td>
<td>- Many individual priorities without shared purpose</td>
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TOTAL: __________

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Current Work: Equity

- Review of Associate Professors to see which should be considered for Full Professor
- Review teaching and service loads
- Review gender equity in leadership roles
- Gender bias in teaching evaluations
- ASE salary study
Hajim Faculty Recruiting

- 6 open searches
- Interviews: 19: 14 women and 15 men
- Offers: 6 women and 4 men (as of 3/25)
- Accepts: 5: 3 women
A&S Faculty Recruiting

- 20 searches
- Interviews: 89
- Offers: 22
- Accepts: 13 (1 AA; 8 women)
Current Work: Training

- Review and benchmark our family friendly policies
- Revise new faculty orientation/training and guidebook
- Create chair orientation/training and
- Develop faculty leadership training
- Update faculty recruiting guidelines