



**ADVANCE**

at Southern Illinois University Edwardsville

TOWARD AN INCLUSIVE MODEL OF EXCELLENCE (TIME)



## **It's About TIME: Equity for All and All for Equity!**

SIUE Diversity Day 2020; October 15, 2020

Presenters: Dr. Susan Morgan & Sierra Moody

Description: In October 2019, leaders of the NSF-sponsored ADVANCE grant program Toward an Inclusive Model of Excellence (TIME) started working. Find out the initiatives for improving the recruitment, retention, and promotion of female STEM faculty.

Learning Objectives: Learn about the initiatives to improve faculty gender equity that are being led by the leaders of TIME.

Check out our website at [www.siu.edu/time](http://www.siu.edu/time).

*\*Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation. This material is based upon work supported by the National Science Foundation under Grant Number 1936141.*

## **TIME Initiatives**

The goal of TIME is to improve the gender climate for faculty at SIUE. Initial funding was provided by grants from the National Science Foundation ADVANCE program (IT-Catalyst Award 1008696 and Adaptation Award 1936141). SIUE joins a network of colleges and universities committed to redressing long-standing inequities in the recruitment, retention and advancement of women faculty in social and behavioral sciences (SBS) and STEM.

TIME's initiatives are designed to create a supportive campus community. Our model applies adaptations of evidence-based systemic change strategies to promote equity for all faculty but focuses initially on STEM and SBS faculty.

The goals of the program are to:

1. increase recruitment and hiring of diverse female STEM and SBS faculty
2. increase retention of diverse female STEM and SBS faculty by improving departmental climate and support for female faculty
3. increase promotion of diverse female STEM and SBS faculty by mitigating bias in the tenure and promotion review processes.



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## **Progressive Recruitment Initiatives Mark Excellence (PRIME)**

Dual Career Support (TIME Contact: [Susan Morgan](#))

- To support partners of SIUE employees, resources are available through TIME's partnership with the SIUE [Career Development Center for dual career support](#), including consultation with a career specialist, admission to events offered on campus (such as career fairs, presentations, and workshops), and access to SIUE's online job board.
- The grant also allowed SIUE to pay for membership in the [Higher Education Recruitment Consortium](#) (HERC).
- A dual career policy is being drafted.

Equity Advisors (IMPACT Fellows) (TIME Contact: [Jessica Harris](#))

- Equity advisors are tenured faculty who serve as non-voting, external members of search committees. They undergo extensive and ongoing training to support them in developing the critical self-awareness needed to engage in equity work, and to gain knowledge about best practices in effective recruitment and hiring, legal issues, and inequity in higher education. Equity advisors support search committees with implementing and carrying out inclusive recruitment and hiring strategies throughout the entirety of the search process.

Enhanced Search Committee Training (TIME Contact: [Jamie Ball](#))

- In addition to the required training offered by the Equal Access Opportunity, search committee members will attend gender-bias-habit-changing interventions. Resources and toolkits will be distributed to members to supplement these training sessions. The purpose of enhanced search committee training is to eliminate unconscious biases in recruitment and create an equitable search process.



## **Keeping Educators through Equity Programming (KEEP)**

Advocates and Allies (TIME Contact: [Sandra Weissinger](#))

- Advocates are senior faculty who educate themselves about issues of gender inequity. Allies are faculty who are trained by advocates to support gender equity in their departments. This program will focus on recognizing and interrupting gender discrimination at SIUE.

Senior Academic Leader Initiatives (TIME Contact: [Leah O'Brien](#))

- To support chairs and deans at SIUE and promote an equitable departmental climate, this initiative provides activities such as meetings with external speakers, faculty expert workshops, and informal gatherings to discuss journal articles on the topic of gender equity. We will also develop toolkits and resources for both chairs and deans to support their efforts.

Equity Scorecards (TIME Contact: [Jessica Harris](#))

- To ensure implementation of gender equity strategies, the Provost will hold deans and chairs accountable. Each dean will be required to complete an equity scorecard reporting on the progress their school/college has made toward equity goals. Equity scorecards will set representation goals based on the number of females earning doctoral degrees in the discipline to ensure that the goals are realistic.



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## University Promotion (UP)

### Promotion and Tenure Committee Training (TIME Contact: [Leah O'Brien](#))

- To enhance equity in the promotional review process, we will institute training for departmental and school/college promotion and tenure committees. SIUE will adapt the search committee training modules and focus on strategies for understanding how unconscious bias influences credit given and evaluations for female faculty.

### Support and Leadership Development Opportunities for Mid-Career Women (TIME Contact: [Lynn Bartels](#))

- We will leverage our existing faculty development and leadership development offerings (workshops and training) to further engage mid- and senior-career female STEM faculty. Modules will be tailored to highlight the collaborative characteristics of women's leadership and study the barriers that slow women's path to leadership. Lastly, special emphasis will be given to STEM department chairs, to encourage nominations of women faculty for internal and external awards and leadership positions.

## Meet the Team

- Denise Cobb, PhD, Provost and Professor of Sociology
- Lynn Bartels, PhD, Professor of Psychology and Director of Faculty Development
- Jessica Harris, PhD, Interim Assistant Provost and Associate Professor of History
- Susan Morgan, PhD, Associate Dean for Research and Graduate Studies in the Graduate School and Professor of Environmental Engineering
- Leah O'Brien, PhD, Distinguished Research Professor and Chair of Chemistry
- Jamie Ball, J.D., Director of the Office of Equal Opportunity, Access, and Title IX Coordination
- Sandra Weissinger, PhD, Associate Professor of Sociology
- Matt Feldmann, PhD, Goshen Education Consulting (providing evaluation services)
- Sierra Moody: Research Assistant, Department of Psychology
- Emily Love: Research Assistant, Department of Sociology