May 1, 2007

To: Elizabeth Hoffman
   Executive Vice President and Provost

From: Susan Carlson
   Associate Provost for Faculty Advancement and Diversity

Subject: Diversity report for FY07

Below, I have listed the various initiatives, committees, events, and activities in my area which have contributed to the university’s diversity goals during the past year.

1. Grants

**ISU ADVANCE Program**

The NSF awarded ISU $3.3 million in August, 2006. This grant puts us in an elite group of schools with innovative programs for recruiting and retaining women in STEM. I am PI on the grant and Bonnie Bowen (a co-PI) is director of the program who manages the operations, budget, and planning. This is an ambitious program with a large cast of partners: 8 co-PIs, 6 deans/associate deans; 3 college equity advisors (faculty); 3 ADVANCE professors in focal departments; 2 senior personnel; 1 graduate assistant; one full-time program assistant; one administrative intern; four external advisors (from American Council on Education, Utah State University, Arizona State University, and University of Missouri at Columbia). (This number will increase slightly next year with the addition of two more graduate students.)

Major events for this year included a kick-off event (February 2007), a retreat for all STEM faculty (May 2007), and 3 networking events (spring 2007). Research activities commenced in the spring semester with facilitated faculty focal group discussion in three STEM departments. Preparations for massive reporting to NSF are underway for the first annual report, and Institutional Research has been a key partner. We have established an external mentoring program for female faculty of color, with initial mentor/mentee pairings in the works.

This Program will be important in pursuing the NSF and ISU goal of increasing the representation of women faculty in STEM fields. Much of the program is focused on work in the Colleges of Agriculture, Engineering, and Liberal Arts and Sciences, but the program will serve all STEM departments in the university through its focus on department climate and the recruitment and retention of a diverse faculty. I believe it will also have impacts on non STEM departments as we facilitate discussions, activities and research through the ADVANCE Program.
**Alfred P. Sloan Foundation-funded project on flexible career database**

In June of 2006, ISU received a $25K award to support our development of a flexible database to track the costs and benefits of flexible faculty careers. We have used the funds to support ELPS graduate student Jason Pontius, who is working with Sandy Gahn in Institutional Research to develop a proto-type database, due in summer 2007. I have frequent requests from other major universities to know about our progress, and we hope to further enhance our leadership in this area by taking this project a step further next year.

**2. Special Initiatives during the year**

**COACHE survey**

We received our data from the COACHE Survey on tenure-track faculty satisfaction during summer 2006. I presented it to both deans and department chairs as a part of our efforts to focus on improving department climates. We are hoping to bring COACHE Director Cathy Trower to campus to work further with department and college administrators on using the survey results to address the needs of new faculty.

**Coordination of diversity**

In collaboration with representatives from the President’s Office, Equal Opportunity and Diversity, and Student Affairs, the Provost’s Office facilitated the design of a new university structure to coordinate diversity efforts around campus. It includes an Executive Steering Committee (the three divisional vice presidents and the director of EOD) as well as an Advisory Committee on Diversity Coordination and Program Planning (a representative committee of 17 members).

**Taskforces**

The Provost’s Office convened two taskforces during the year to review issues raised in the Campus Climate Implementation Plan. One chaired by Dr. David Acker reviewed the Dialogues on Diversity program, and a second chaired by Dr. Laura Rendon reviewed the feasibility of an Institute for Social Justice on campus. Both have issued excellent reports now under review in our office.

**Presentations coordinated by the Provost's Office**

Both on campus and off, we have contributed to important discussions of nurturing a diverse community at ISU. This year’s presentations include the following:


• Cathy Trower (Harvard), Kiernan Ryan (Harvard), Susan Carlson (ISU), Jason Pontius (ISU), and Mary Lee Hummert (Kansas). “Collaborating for a Great Workplace.” Presentation to the Keeping our Faculties of Color IV Conference. University of Minnesota. April 2007.

3. Ongoing Programming and Initiatives

Recruitment and retention of excellent and diverse faculty

We have continued to support a range of efforts to support effective recruitment and retention of excellent and diverse faculty, including fall 2006 programming with department chairs; this was focused on a two-day retreat with external consultants and two additional on-campus workshops. I worked with three junior faculty of color to build ISU’s connection with the Future of Minority Studies, a national initiative to support the research of diverse junior faculty.

Grants supporting diversity

• Women’s Enrichment Fund Mini-Grants. This is the third year of this program, which has continued to support important efforts around campus. This year the $25,000 was awarded to 10 different programs.

• Grants for Diversity. This first year program awarded eight grants to support teaching and research, including six grants to faculty of color.

Administrative intern program

For the third year, we have supported an administrative intern program with a goal of diversifying faculty and staff for leadership roles in the institution. Four interns were supported through partial funding from our office. We have also coordinated cohort meetings for the interns.

Frankie Laanan has served as an administrative intern in the Provost’s Office during spring 2007. The Provost’s Office has agreed to fund an intern during each of the five years of the ADVANCE Program, to take on special projects associated with the project. Laanan has designed and implemented the external mentoring program for female faculty of color in STEM.
**Flexible faculty careers initiatives**

Together with the ADVANCE Program, these initiatives should allow us to market the university to the diverse faculty we want to recruit and retain.

- **Policy on Part-time Appointments for Tenure-track and Tenured Faculty.** The policy received final approval in spring 2006 and has already been used several times during FY07. It has served as a recruitment tool for faculty considering ISU. We frequently receive requests from around the country to share our policy with other campuses.

- **Partner Accommodation.** With the addition of Melanie Smith to our office staff, we have established a stronger presence with the colleges. Melanie produced a brochure and met with the cabinet of each college.

- **Taskforce on Active Service/Modified Duties.** I am chairing a joint Senate/Provost Office taskforce to review the option of an ISU policy for active service/modified duties.

**Iowa Women’s Leadership Summit**

The third annual Iowa Women’s Leadership Summit, April 27, 2007, had over 280 registered, and attendees reported satisfaction with the day’s events. It was coordinated by a committee overseen in our office and was sponsored by all colleges and the University Library. Speakers included Elizabeth Hoffman and Deborah Kolb, from the Simmons School of Management in Boston.

**Committees, organizations, and activities coordinated out of the Provost’s Office**

- **Keeping our Faculties of Color Leadership Team**

- **College Diversity Committee Chairs Council**

- **Women’s Leadership Consortium**

- **University Committee on Women**

- **Planning Committee for the Martin Luther King, Jr. Celebration**

- **Iowa Network for Women in Higher Education**