NSF ADVANCE: Institutional Transformation for Faculty Diversity
The University of Texas at El Paso
Quarterly Report
March – May 2004

Significant Accomplishments:

Policy and Recruitment: Using funds for a dual career couple hire, successfully recruited a Hispanic female to the Biology Department for the 2004-05 academic year.

Faculty Development: Conducted first annual week-long IMPACT Seminar with 12 faculty members participating, four of whom were funded by the Provost. IMPACT topics included planning for career success, integration of research, teaching and service activities; time management and balance, development of leadership strategies among others. IMPACT Fellows will meet throughout the 2004-2005 year to work on their IMPACT Career Projects and prepare for dissemination of their work.

Offered four Faculty Mentoring Program for Women workshops and brown bags.

Collaborative Leadership: Completed discussions with chairs of departments and analyzed notes from those discussions for issues that are unique to a department and/or common among several departments. In response to requests and comments from women faculty throughout the campus, hosted discussion sessions with junior and senior women faculty to focus on issues that affect the recruitment, retention, and promotion of women at UTEP. Discussion sessions with junior faculty were held separately from those with senior women faculty, and all women faculty were given the option of one-on-one interviews with the co-principal investigators working on this research component. Notes from these discussion sessions are being analyzed to identify key issues discussed by participants. Inventory of existing ADVANCE-related initiatives on campus was completed. Offered a seminar at the 2004 National WEPAN Conference on effective communication skills for women in the workplace.

Evaluation: Designed an evaluation process to capture experiences with the interview process (candidate study). We will be interviewing all female and non-white male job candidates and a sub-sample of male candidates about their experiences with the interview process.

Areas of Difficulty/Resistance:

Policy and Recruitment: Forming a coalition of faculty to assist with recruitment. Will use the STRIDE Committee at the University of Michigan, an ADVANCE site, as a model.

Faculty Development: The Faculty Mentoring Program for Women has been encouraged by the administration to expand to include all new faculty. It will be
extremely difficult to match all new faculty with qualified mentors under the current program structure. Plans for new program structure are being formulated.

**Collaborative Leadership:** Identifying if verbal commitments match decision-making behaviors at all administrative levels within the university regarding recruitment, retention, and advancement of qualified, diverse faculty; developing additional opportunities for faculty to discuss their concerns, based on requests for such opportunities.

**Evaluation:** The university’s system of coding data often leads to unintended alteration or erasure of previous data.

**Best Ideas Yet:**

**Policy and Recruitment:** Work more closely with EO/AA to develop collaborative models for recruiting faculty.

**Faculty Development:** Presented the current Faculty Mentoring Program for Women model at the 2004 National WEPAN Conference in Albuquerque. Considering altering the current mentoring model to include group mentoring, thereby reducing the number of mentors needed for the fall 2004 mentee cohort.

**Collaborative Leadership and Evaluation:** Development of case study method to report faculty issues/concerns that emerge in chair/faculty discussions to assure confidentiality.

**Evaluation:** Worked closely with EO/AA Director to develop a data collection system that will assist with job candidate study.