Significant Accomplishments:

Policy and Recruitment: Open discussion of dual career placement has brought extremely qualified candidates to UTEP and serves as a recruiting edge.

Faculty Development: Posey, Reimers, and Andronicos are writing a chapter for a book on the Faculty Mentoring Program for Women to be published in a book on lessons from ADVANCE, University of Michigan Press.

Collaborative Leadership: Best practices on recruitment, retention, and promotion continue to be gathered with special emphasis on issues affecting women of color.

Evaluation: Data gathered for the annual report indicate that the university is improving its representation of women and that there are no significant differences by gender in salary, resources, or start-up packages.

Areas of Difficulty/Resistance:

Policy and Recruitment: Current roadblocks to diverse hiring include inadequate training and resources for search chairs and active and passive resistance to qualified female candidates.

Faculty Development: Finding qualified mentors.

Collaborative Leadership: Because of numerous administrative changes (including Provost, two Deans, and numerous department Chairs), departmental action plans have not been initiated by the ADVANCE team.

Evaluation: There is no centralized, reliable source for gathering and tracking UTEP faculty attrition data.

Best Idea Yet:

Policy and Recruitment: Graduate Research Assistantship Awards have brought great recognition to ADVANCE and NSF.

Collaborative Leadership: Increased communication channels, including “Chair Chats,” interviews with Chairs, and presentations on the Work-life Survey results have improved campus discussion of departmental climates.