

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

The University of New Mexico

**Support for Faculty Development of Women in STEM**

**This Action Applies to Rubric Item(s):**

Items 1, 3, 21, 23, 25, 26, and 28.

**Description of Work:**

Established through a National Science Foundation grant in 2016, [ADVANCE at UNM](#) has developed a variety of research-based programs to promote the recruitment, retention, and advancement of women faculty in STEM and other fields. Among other activities, ADVANCE at UNM has developed required workshops for administrators and faculty engaged in faculty searches; provided information and ongoing support to new faculty; administered yearly awards to women in STEM; conducted interviews and surveys on Main campus climate; and held workshops on faculty promotion and mentorship. Primarily directed at women faculty in STEM on Main campus, ADVANCE's offices and programming provide resources and safe spaces for faculty from all disciplines. These efforts are new or uncommon for higher ed space, insofar as ADVANCE has spearheaded innovative research and support to women in STEM fields and fostered a safe academic space for writing and mentorship in the heart of UNM's campus, while also cultivating unique partnerships with academic administration, especially in the College of Arts & Sciences, School of Engineering, and Academic Affairs, through which ADVANCE has had a significant impact on the successful recruitment and retention of women faculty in all disciplines.

Support and development for women faculty has been enhanced at UNM through the Faculty Development Council, an administrative leadership group that includes ADVANCE in the Office of Academic Affairs. This council has significantly restructured the new faculty orientation to include year-long mentorship for new faculty, in which they are encouraged to seek information and support from ADVANCE at any point in their careers. Through ADVANCE, women faculty also have access to a series of leadership trainings; updates on relevant campus issues through the website and "5 Things to Know" video series; and a virtual support community of 235 women faculty that receives information through weekly email updates and social media. One critical area of programming has focused on faculty parents, whose

experiences with the university's faculty leave policy were collected in a series of sixty interviews with junior faculty, climate surveys, and confidential mentoring meetings. Related programming includes the ADVANCE study that recommended alignment between the university and K-12 calendars; a pilot program of research assistance for women faculty in summer 2020; and recommendations for how the administration should address gender disparities affecting faculty productivity and well-being under the Covid-19 pandemic.

Important initiatives implemented by ADVANCE at UNM since April 2019, ones that are innovative and transformative for the institution, include the following:

- The AY 20 six-part leadership series with Maria Guy represents the first time UNM has convened women faculty from all ranks, along with some department chairs, to develop leadership skills and work together on how to respond to challenges they face in their own departments;
- ADVANCE's 2020 Summer Faculty Pilot Project rapidly developed a platform through which women STEM faculty – most of them Assistant Professors -- could request support to advance their research in ten-hour increments. Providing 480 hours of support to seventeen women faculty, the project also provided extra support and professional development for 25 graduate students at a time when their work options were limited.
- Our "5 Things to Know About Changes to Title IX" video, filmed with UNM's Title IX Coordinator, provides a quick summary of the Title IX changes faculty need to understand: [https://www.youtube.com/watch?v=avYAlASmPIY&feature=emb\\_logo](https://www.youtube.com/watch?v=avYAlASmPIY&feature=emb_logo). The video has been viewed 267 times since July 2020, and several Deans have encouraged their schools/colleges to watch it.
- ADVANCE's report on Faculty Experiences during COVID-19, released in September 2020, demonstrates to the campus community how COVID is exacerbating existing barriers to faculty success, while also creating new ones.

Support for women in STEM faculty development in the above ways is consistent with the findings and recommendations of the 2018 NASEM report by embedding values of diversity in hiring and promotion (1); providing leadership education and skill development (3); reducing power differentials (21); conducting and sharing the results of specialized climate surveys (23 and 25), and using those surveys to inform action (26); and conducting needed research on gender and campus climate (28).

The work of supporting women in STEM faculty development continues with search workshops, mentoring and workshops for all aspects of milestone evaluations (mid-pro, P&T, promotion to professor), Faculty Development Council, new faculty orientation, and ongoing research. Of particular value is ADVANCE's work with campus partners on ways to support faculty during COVID-19, and the ongoing development of a sustainability plan for this faculty development work with the Office of Academic Affairs.

**Website for further information (if applicable):** <https://advance.unm.edu/>

**Point of Contact Name:** Julia Fulghum

**Email Address for Point of Contact:** [jfulghum@unm.edu](mailto:jfulghum@unm.edu)