

**Promoting Women and URM
Faculty -
Mentoring Initiatives &
NSF ADVANCE grant**

Edelgard (Elga) Wulfert – Psychology

Havidán Rodríguez – President

University at Albany, State University of New York

Women and URM in the Academy

Research Findings: chronic underrepresentation (STEM !)

Unconscious bias: Women (& URM)

- are presumed **less competent** ^{1) 2)}
- receive **smaller NIH grants** ³⁾
- receive **smaller startup** packages ⁴⁾
- have **fewer publications, citations, & invitations** to give talks ^{5) 6)}

1) Leslie et al., Science. 2015, 347(6219):262-265. / 2) Gutierrez et al., Presumed Incompetent. Utah State, 2012

3) Oliviera et al., JAMA. 2019, 321(9):898-900 / 4) Sege et al., JAMA. 2015, 314(11):1175-1177

5) Lariviere et al., Nature. 2013, 504(7479):2011-213 / 6) Schroeder et al., J Evol Bio, 2013, 26:2064-69

How to Change the Status Quo?

Changing this situation requires

- ❖ Increasing **awareness**
- ❖ The will to **address problems**
- ❖ A **strategic approach** to diversifying faculty

At the **University at Albany**, we believe that

excellence and innovation thrive when we are inclusive, collaborative, respectful, and welcoming to all

University at Albany's Strategic Plan

Vision = To be the nation's leading diverse public research university

1. Student success
2. Excellence in research
3. Diversity and inclusion
4. Internationalization
5. Engagement and service

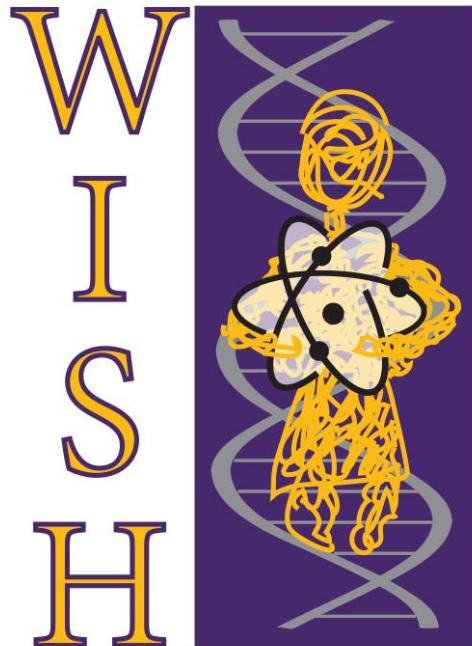
→ **Commitment to Diversity is a Core Priority**

Initiatives at the University at Albany

Consistent with UAlbany's Strategic Plan:
Four approaches to address inequities

1. Mentoring and Networking through WISH
2. Women's Leadership Initiative
3. NSF ADVANCE Adaptation grant
4. PRODiG

Women in Science & Health (WISH)



University at Albany
State University of New York

WISH – Organization of Women Faculty

Established in **2014** by

- **Edelgard (Elga) Wulfert**
Dean of CAS & Prof. of Psychology
- **Marlene Belfort**
Distg. Prof. + Scientific Director of
Interdisciplinary Life Sciences Initiative

Women in Science & Health (WISH)

WISH –



- Fosters scientific **networking**
- Promotes **gender equality**
- Provides **skill-building** opportunities
- Supports **work-life integration**

Women's Leadership Initiative

Hearing Women's Voices

- President convenes panel on **Women in Higher Education**
- Stakeholders reflect on challenges and opportunities
- Develop welcoming campus climate



Women's Leadership Initiative

'Authoring Women's Success'

Conference (Oct. 2019)

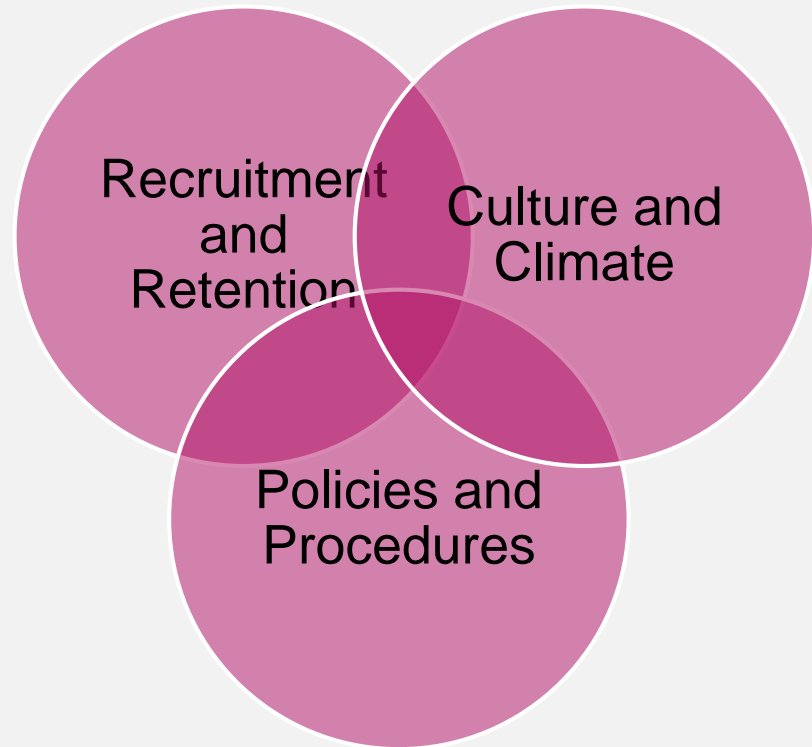
- **Mentoring** = strategy for success
- **Best practices** for a women-friendly campus
- Being your own best **advocate**
- Accelerating professional **leadership**



NSF ADVANCE Adaptation Grant

Recruitment & Retention

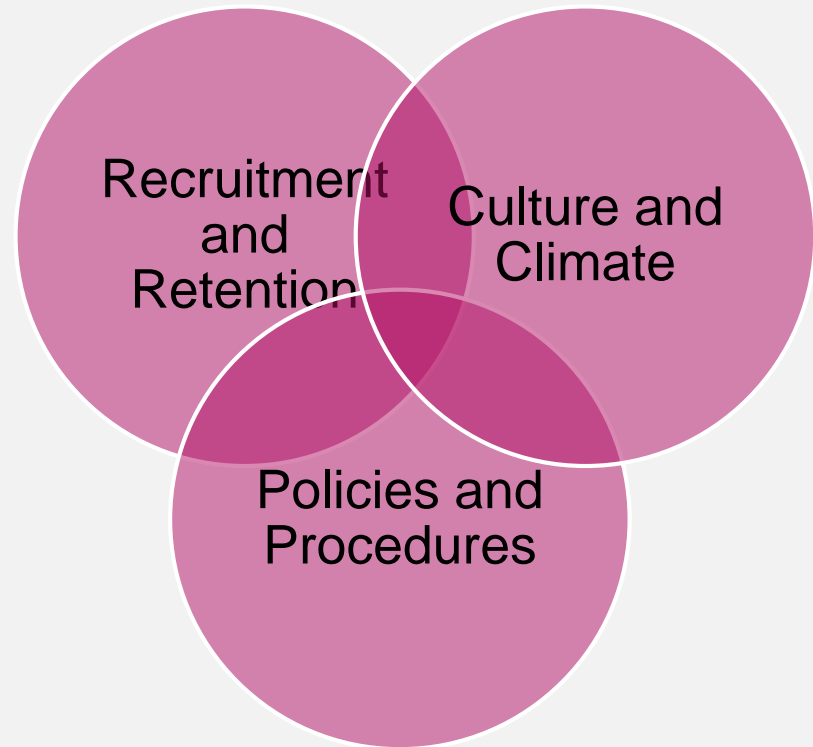
- Diversify applicant pool
- Train decision makers
- Mentoring and networking



NSF ADVANCE Adaptation Grant

Culture & Climate

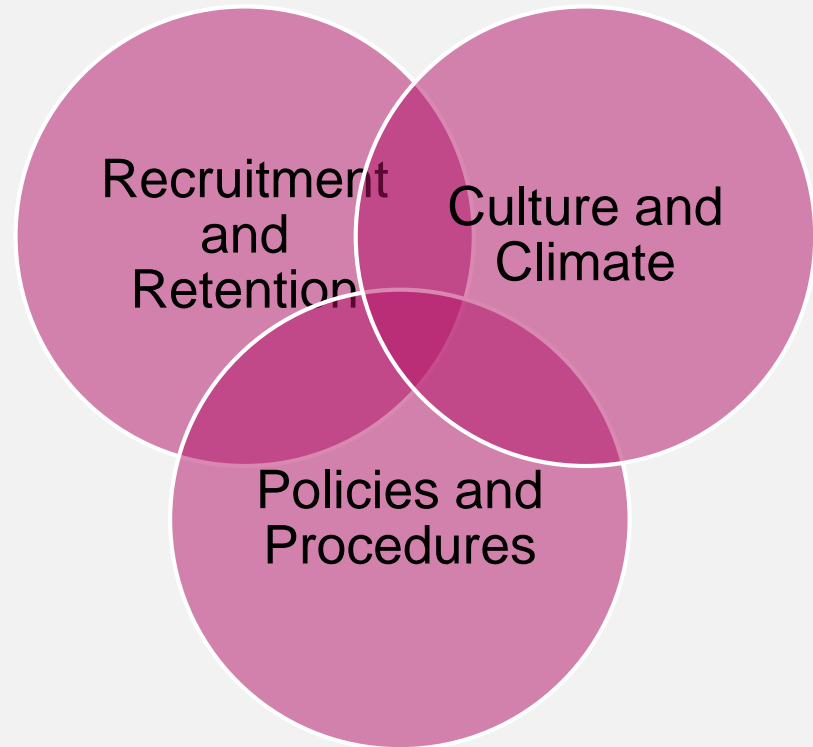
- Unit climate committees
- Campus-wide and unit-focused awareness training



NSF ADVANCE Adaptation Grant

Policies & Procedures

- Disseminate & integrate existing policies into unit and deptl. procedures
- Develop work-life integration policies for women and men



PRODiG: SUNY Chancellor Initiative

Chancellor Kristina Johnson (2019 State of SUNY Address)

PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth)

- Hire ~**1000 t-ttr URM and W-STEM faculty** across SUNY by 2030
- Provide **3-yr salary** support & startup
- **Search committee** education & **certification**

Thank you