Fostering More Inclusive and Diverse STEM Faculty

The ASPIRE Alliance

2019 CAA Summer Meeting

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Aspire Alliance Overview

AIM:
Inclusive and Diverse National STEM Faculty

Increased Learning, Persistence, and Completion for URG Students

Levers of Change:
FACULTY & INSTITUTIONAL LEADERS

When faculty adopt inclusive practices in teaching, research mentoring, and advising, they promote positive climate, learning, and formation of science identity.

When institutions develop more diverse faculty, URG students will have more role models for STEM.

How Change Will Occur:
RESEARCH INFORMED GOALS

GOAL 1:
Deepen faculty skills in inclusive teaching, mentoring and advising practices.

GOAL 2:
Increase representation of URG people in the professoriate.

GOAL 3:
Foster institutional cultures that value inclusion and diversity in STEM.

Where Change Will Occur:
ALLIANCE DOMAINS

Institutional Change Initiatives

Regional Change Initiatives

National Change Initiatives
The National Change initiative develops programming about INCLUSIVE TEACHING, RESEARCH MENTORING and ADVISING, and partners with disciplinary, URG-serving, and professional development organizations to align faculty disciplinary experiences with their institutional experiences.

- **Upcoming workshop: Facilitating Entering Mentoring** - Participants will focus on learning how to facilitate the Entering Mentoring curriculum, which is designed for the mentors of undergraduate and graduate students in STEM.

- **Recent workshop at NSEC National Conference: Inclusive Teaching** - This workshop is designed to build educator confidence in using inclusive teaching strategies. This session will place an emphasis on practice as a transferable tool — "saying the words", deconstructing conversations and receiving feedback.
The Regional Change initiative builds regional collaboratives of 2-year colleges, 4-year universities to:

1. Increase the number and diversity of the pool of graduate students and qualified professionals pursuing a teaching career in STEM at 2-year colleges;
2. Expand and strengthen the skills of future, early-career and current STEM faculty to teach the diverse student population.

Regional Change has an initial cohort of four Regional Collaboratives located in:

- Southern California
- Iowa
- West Texas
- North Texas

Aspire’s Regional Change has a call for planning grants to launch several new Regional Collaboratives – Applications due August 16, 2019
Institutional Change builds communities of practice -- within and across -- institutions to address URG hiring and retention and faculty inclusive practices.

**ICHANGE NETWORK** catalyzes institutional change by providing a comprehensive, systematic approach to organizational transformation.

- Cohort 1 launched spring 2019 with 15 institutions
- Applications open for Cohort 2 – due August 1, 2019
- Webinar for potential applicants – July 1

**IASPIRE LEADERSHIP ACADEMY** elevates the preparedness of academic leaders from underrepresented groups to aspire and succeed in more senior leadership roles.

- IAspire academy received 59 applications from institutions across the U.S. for 20 positions in the initial cohort
- The IAspire Leadership Academy cohort 1 will launch fall 2019

Calls for applications to the IChange Network and IAspire Leadership Academy are made on an annual basis.
ICHANGE CAMPUS SELF-ASSESSMENT TOOL
based on Institutional Model for Increasing Faculty Diversity

INSTITUTIONAL CONTEXT (Set of Questions Addressing Recent Events and Campus Initiatives related to Campus Climate and Diversity, especially of Faculty)

RECRUITMENT
(bringing new faculty to the institution)

OUTREACH
Metric and Set of Questions Reflecting Global and Search-Specific Outreach for Pool Building

HIRING
Metrics and Set of Questions Addressing Campus Hiring Practices and Policies

YIELD
Metrics and Set of Questions Addressing How Campus Incentivize Acceptance

TRANSITION
(Set of Questions Addressing the Effective Use of the Time Between Acceptance and Starting Employment)

RETENTION
(keeping faculty at the institution)

PROFESSIONAL DEVELOPMENT
Set of Questions Addressing Support for New Faculty in all Their Roles, but Especially Teaching and Research

ADVANCEMENT
Metrics and a Set of Questions Addressing Promotion & Tenure Processes, Policies, and Practices

SATISFACTION AND SUPPORT
Metrics and a Set of Questions Addressing Overall Satisfaction of Faculty
IChange Inaugural Cohort – 15 Institutions

California State University, Northridge
Cleveland State University
Florida State University
Georgia State University
Montana State University
Indiana University Purdue University Indianapolis
University of California, Irvine
University of Central Florida
University of Houston
University of Illinois
University of Oregon
University of South Carolina
The University of Texas at San Antonio
University of Vermont
University of Wisconsin-Madison
Actions

1. AspireAlliance.org

2. Applications for Institutional Change Network Cohort Two due August 1, 2019.

3. Applications for Regional Collaboratives Planning Grants due August 16, 2019