Resources to Facilitate Institutional Transformation

Enhancing Department Climate: A Guide for Department Chairs

Description
This brochure identifies common concerns faculty, staff, and students have about climate in academic departments. It offers practical advice on how to address these concerns in a way that strengthens the culture of the department and fosters a more inclusive environment.

Intended Audience
Any member of the University community, but especially faculty and administrators in academic departments.

Intended Purpose
To be used within workshops or educational sessions about the tenure process, and/or by mentors of women faculty.

Benefits and Challenges of Diversity

Description
A summary of research from a variety of disciplines, this brochure provides the argument for “why diversity” and also suggests some of the barriers institutions face when trying to increase diversity. It includes tips for overcoming unconscious biases and assumptions so that all committee members can be aware of their presence and be on alert so that their impact might be reduced.

Intended Audience
Faculty search committee chairs, department chairs, deans, and central administrative staff.

Intended Purpose
To be used within workshops or training sessions for faculty search committee chairs and members.

Improving Department Climate From Where You Sit: Tips for Faculty

Description
Based on the essay “Une and Science” that first appeared as supplementary material in a Science Policy Forum, this brochure has been published as a brochure, thanks to faculty workshops, and original ADVANCE-sponsored research to provide concrete tips and advice to all members of a department who want to improve climate, especially for “women and underrepresented persons.

Intended Audience
Any member of the department community, but especially faculty and administrators in academic departments.

Intended Purpose
To be used within workshops or educational sessions that promote diversity within an organization.

Hiring Dual-Career Couples: Promises, Pitfalls, and Best Practices

Description
Tips, advice, and best practices for hiring faculty members who have a spouse/partner who also needs a job (whether faculty or not). Advice for different types of institutions and different types of partner hires. This brochure provides a guide to dual-career hiring and how to ensure that both partners have fair and equal opportunities.

Intended Audience
Faculty search committee chairs, department chairs, deans, and central administrative staff.

Intended Purpose
To be used within workshops or training sessions for faculty search committee chairs and members, or to provide to upper-level administrators who design and implement campus-wide dual-career hiring policies.

How to Obtain Resources?

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• Order materials at cost via credit card or invoice, or download the PDF for free!