

# ADVANCE D3 MISSION

The mission of Developing Diverse Departments (D3) is to spark a shift in attitudes toward a diverse and inclusive climate and create paths of diffusion and discussion of these ideas throughout the NC State faculty.



## ADVANCE Senior Personnel

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*Dean, Physical and Mathematical Sciences*

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## ADVANCE Project Coordinator

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## Developing Diverse Departments

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## ADVANCE D3 GOALS

- Increase the number of women and faculty of color in the professoriate.
- Create a climate that promotes the success of all faculty.
- Eliminate factors that elevate women's and ethnic minorities' risk of leaving NC State faculty positions.



## ADVANCE D3 SCHOLARS

The ADVANCE D3 Scholars program is comprised of two groups of faculty members: eight full professors and department heads called the Senior Leaders (SL) and nine assistant and associate professors called the Emerging Leaders (EL) group. EL and SL faculty members, also known as ADVANCE Scholars, have made a commitment to meet each month as a group for three years, to develop a depth of knowledge concerning social biases in hiring, promotion, and tenure decisions. Each monthly session also focused on an increasingly challenging set of readings about social bias and stereotypes. ADVANCE Scholars' primary obligations are to participate in the seminars and develop initiatives for their departments/colleges/disciplines as sparked by seminar discussions. ADVANCE Scholars are change agents who will play an extraordinarily important role in expanding their colleagues', departments', and colleges' knowledge base about the role unconscious bias may play in faculty hiring, promotions, and tenure decisions.

### SCHOLARS

#### Emerging Leaders

- Maria Correa
- Jessica DeCuir-Gunby
- Joel Ducoste
- Julie Earp
- Heidi Grappendorf
- Amy Grunden
- Wendy Krause
- Kara Peters
- Traciel Reid

#### Senior Leaders

- Robin Abrams
- Margaret Daub
- Montse Fuentes
- Christine Grant
- Karla Henderson
- Thomas Schaefer
- Paola Sztajn
- Ken Zagacki

## LEADERSHIP WORKSHOP

Since 2008, the Developing Diverse Departments (D3) project has offered a leadership development workshop series for women and faculty of color. The Leadership Workshop consists of three panel discussion sessions designed to motivate tenured women and faculty of color to enter into line leadership roles (e.g., department head, provost, chancellor). The workshop series participants will increase their skills in career planning, including self-discovery related to becoming a leader, learning more about best practices in increasing diversity, and developing strategies for becoming change agents and how to sustain their new skills. The series gives participants the opportunity to engage in discussions with department heads, deans, and university leaders and to learn about the benefits, challenges, and skills needed in line leadership positions.

## CLIMATE WORKSHOP

The department head climate workshop series focuses on cultivating a supportive and inclusive department climate for diverse faculty. The workshop centers on two departmental climate goals:

1. Overall satisfaction and desire to stay at an institution are strongly related to satisfaction in the department. This is where faculty live and the department is the environment they experience.
2. Any negative aspects of department climate affect faculty of color and women faculty, those outside the mainstream, more strongly than faculty in majority groups.

The workshop series was based on a model developed by the University of Wisconsin WISELI (Women in Science and Engineering Leadership Institute) program. Following the WISELI model, the D3 workshops are organized around a climate survey administered to faculty and staff in the departments of participating heads.