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Strengthening a Neural Network: Pathways for Institutional Change Regarding Diversity and Inclusion

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NINDS-NIH Workshop on Pathways for Institutional
Change Regarding Diversity and Inclusion
April 29-30, 2019

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Agenda

- Future Faculty Workshop
- Future Faculty Fellowship Program
- STRIDE Workshops on Implicit Bias in Faculty Searches
- Building a Mentoring Culture
- Discussion

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Future Faculty Workshop

- One day workshop for postdocs and late-stage PhD students
- Focus on the faculty application process
 - Selecting a type of institution
 - Developing a research statement
 - CV review
 - Standing out in the interview
 - Negotiating the job offer
 - Setting up your research program
- NSF ADVANCE grant paid travel expenses
- Post-grant ADVANCE pays 2 meals and speaker honorarium

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Future Faculty Workshop - Grant Years 2011-2014

- 7 small conferences attached to COE technical conferences
- Out of 167 total participants
 - 22 (13%) applied for a faculty position
 - 6 (27% of applicants) were interviewed
 - 3 (50% of interviewees) were hired
 - 2 were NU Future Faculty Fellows

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Future Faculty Workshop - Post Grant 2017-2018

2017 New England FFW for Women in STEM Fields

- 221 applied
- 72 attended
- 35% URM (who report)
- 100% women

2018 New England FFW for URM in STEM Fields

- 130 applied
- 52 attended
- 21% URM (who report)
- 73% women



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Future Faculty Workshop

Rating of the workshop experience (7=strongly agree)	Rating average
The workshop sessions reflected my personal concerns.	6.1
The workshop enhanced my understanding of the process of attaining a faculty position.	6.3
I would recommend this workshop to others.	6.5

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FFW: Lessons Learned

- Critical to tie to faculty who are serving on faculty search committees if recruitment is the goal
- There will always be more women
- Women don't apply as much when advertised to URM
- Small honoraria paid to offset additional service
- FFW increases PhD/postdoc interest in an institution
- FFW increase PhD/postdoc interest in academic jobs
- Even with excellent advisors, PhD/postdocs need information and organized activities

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Future Faculty Fellowship

- Early identification program for underrepresented postdocs
- University-wide
- Coordinated through ADVANCE
- Deans and chairs prioritize candidates
- Senior Vice Provost for Academic Affairs selects
- 1-2 each year
- \$50K plus benefits and \$5K for professional development

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Future Faculty Fellowship

- 8 total funded (2013-2018)
 - 3 hired as tenure-track
 - 2 College of Engineering
 - 1 Bouve College of Health Sciences
 - 2 still here
 - 1 CCIS teaching faculty
 - 1 COE postdoc
 - 3 left
 - 1 MIT
 - 1 Intel
 - 1 Postdoc

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FFF: Lessons Learned

- Critical to have faculty recruiting postdocs who are ready for faculty positions
- Critical to have department chair and dean support
- In disciplines where 2 or more postdoc positions are the norm, select postdocs who are beginning their second postdoc position

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STRIDE Workshops for Faculty Search Committees

- Strategies and Tactics for Recruiting to Improve Diversity and Excellence
- Educate faculty on effects of implicit association and bias throughout the hiring process
- Began in 2009; 80-100 faculty participants
- Host 4-5 workshops each fall
- Most deans require for faculty serving on search committee
- Faculty have to attend every other year

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STRIDE Workshops for Faculty Search Committees

- Five years of traditional STRIDE workshop
- Year six – changed format to interactive
- Year nine – created STRIDE II for faculty who had been to STRIDE I – more discussion and new research
- Year ten – two new workshops for dept. chairs

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STRIDE: Lessons Learned

- Need buy in and support of deans
- Need to change workshop over time if faculty are required to participate
- Faculty most value the discussion and an interactive learning environment

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Fostering a Culture of Mentoring

Mentor training 4 NU Faculty/Staff were trained as mentor trainers (joined by additional trainer) by NRMN

Summer 2016: series of biweekly lunch meetings

January 2017, 2018: ~half-day training session

February 2019: ~full day training session

External mentors for tenure-track faculty

funds set aside in start-up packages

M2AP: Mutual Mentoring Advancement Program

funding for faculty-designed mentoring initiatives with 3-6 participants

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Conclusions

- Northeastern has made movement toward our goals, but there is room for improvement
- Faculty are generally open and participate when asked
- Institutional commitment is important
 - Some departments now require reporting on diversity in annual activities reporting
 - Diversity and inclusion statements required in T&P
- We keep trying new things and try to keep new ideas coming forward – if they don't work, we adjust and/or try something else

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- Jan Rinehart, Director of NU ADVANCE
- Erinn Taylor de Barros, Assistant Director ADVANCE