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
Agenda

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

Rating of the workshop experience (7=strongly agree)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Rating average</th>
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<tbody>
<tr>
<td>The workshop sessions reflected my personal concerns.</td>
<td>6.1</td>
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<tr>
<td>The workshop enhanced my understanding of the process of attaining a faculty position.</td>
<td>6.3</td>
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<tr>
<td>I would recommend this workshop to others.</td>
<td>6.5</td>
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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
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
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
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
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
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
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
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
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
ADVANCE
Office of Faculty Development
Northeastern University

• ADVANCE NSF-HRD-0811170
• Jan Rinehart, Director of NU ADVANCE
• Erinn Taylor de Barroso, Assistant Director ADVANCE