Professorial Advancement Initiative

University of Illinois • Indiana University • University of Iowa
University of Maryland • University of Michigan • Michigan State University
University of Minnesota • University of Nebraska—Lincoln • Northwestern University
Ohio State University • Pennsylvania State University • Purdue University
Rutgers University • University of Wisconsin—Madison
The Professorial Advancement Initiative (PAI) is an NSF-funded project with the goal to double the rate at which Big Ten Academic Alliance institutions hire underrepresented minority (URM) faculty in the science, technology, engineering, and mathematics (STEM) fields.

What is the Professorial Advancement Initiative?
Formerly known as the Committee on Institutional Cooperation
Established in 1958
Academic consortium whose mission is to create the most responsive and effective framework for academic collaboration in higher education
Conducts over $10 billion in funded research annually
Produces 15% of all PhDs, awards 18% of all engineering PhDs, and trains 14% of the national biomedical research workforce
Governed by the Provosts of the fourteen Member Universities

What is the Big Ten Academic Alliance?
Objectives: The PAI takes a two-pronged approach to achieve its faculty diversity goal by

1) creating a pool of URM postdoctoral fellows who are well prepared and trained to enter the academy as tenure-track faculty members; and

2) educating mentors, faculty, and faculty search committees about unconscious bias and diversity hiring.

Implementation Team
AGEP Directors in each campus
AGEP Training Team
AGEP Research Team

a) measure the impact of mentoring URM postdoctoral fellows

b) determine how subtle bias can be removed and implement a sustainable model that will assist search committees in hiring URM postdocs as faculty.
Demographics

N=37

- Gender
  - 21 female
  - 15 male

- Race
  - African American: 56%
  - Hispanic/Latino: 23%
  - Native American: 5%
  - Other: 16%
Objective 1: Four major activities have been implemented to support the postdoc preparation and recruiting objective of the project:

1) Cross-institutional mentor matching  
Mentoring network: Advisor, faculty member on the resident campus faculty member at another Big Ten Academic Alliance school

2) Cross-institutional webinars

3) Professional development conferences (for mentors and mentees)  
National Research Mentoring Network - Committee on Institutional Cooperation Academic Network (NRMN-CAN)  
Grantsmanship workshop  
Mentoring workshop
# Mentoring Modules

[www.btaa.org/projects/pai/mentors](http://www.btaa.org/projects/pai/mentors)

## Year 1
- Module I. Getting Started
- Module II. Research planning and publication options
- Module III. Collaboration options
- Module IV. Written Communication
- Module V. Leadership and Professional Society Engagement
- Module VI. Research Program Management Time management & goal setting

## Year 2
- Module VII. Research Presentation Skills
- Module VIII. Seminar presentation on campus of mentor
- Module IX. Attend conference with mentor
- Module X. Difficult situations
- Module XI. Preparation for interviews
- Module XII. Practice presentation sessions
- Module XIII. Teaching
- Module XIV. Future Faculty Issues
Objective 2: An effective training program for faculty hiring committees has been implemented to coach faculty members on becoming leaders in diversity hiring. Two major activities have been implemented to support objective 1 of the project:

1) Collaborative resource library
2) Video case-study and facilitator guide resources
3) Training and recruitment workshops
4) Dissemination of resources and tools
5) Directory portal for Big Ten Academic Alliance search committees
Professorial Advancement

By the Numbers

• 109 current and former STEM postdocs in the mentoring program
• 114 Big Ten Academic Alliance faculty mentors
• 576 faculty trained on unconscious bias through Big Ten Academic Alliance workshops
• 119 faculty hires in STEM across the Big Ten Academic Alliance
URM Faculty Hire Numbers Prior to PAI

- 2009-2010: 29
- 2010-2011: 20
- 2011-2012: 23

Average Hires Per Year: 24

URM Faculty Hire Numbers During PAI

- 2013-2014: 52
- 2014-2015: 67

Project Hire Goal Per Year: 50
PAI at Ohio State:

• We have 6 postdocs currently enrolled from the colleges of Arts and Sciences, Medicine, Pharmacy, and Education and Human Ecology
• We have bimonthly group meetings and bimonthly individual meetings
• We provide another layer of support and give them updates from the biweekly PAI directors meetings