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

What is the Professorial Advancement Initiative?

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.

B1G
ACADEMIC ALLIANCE

What is the Big Ten Academic Alliance?

- Formerly known as the Committee on Institutional Cooperation
- Established in 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

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%
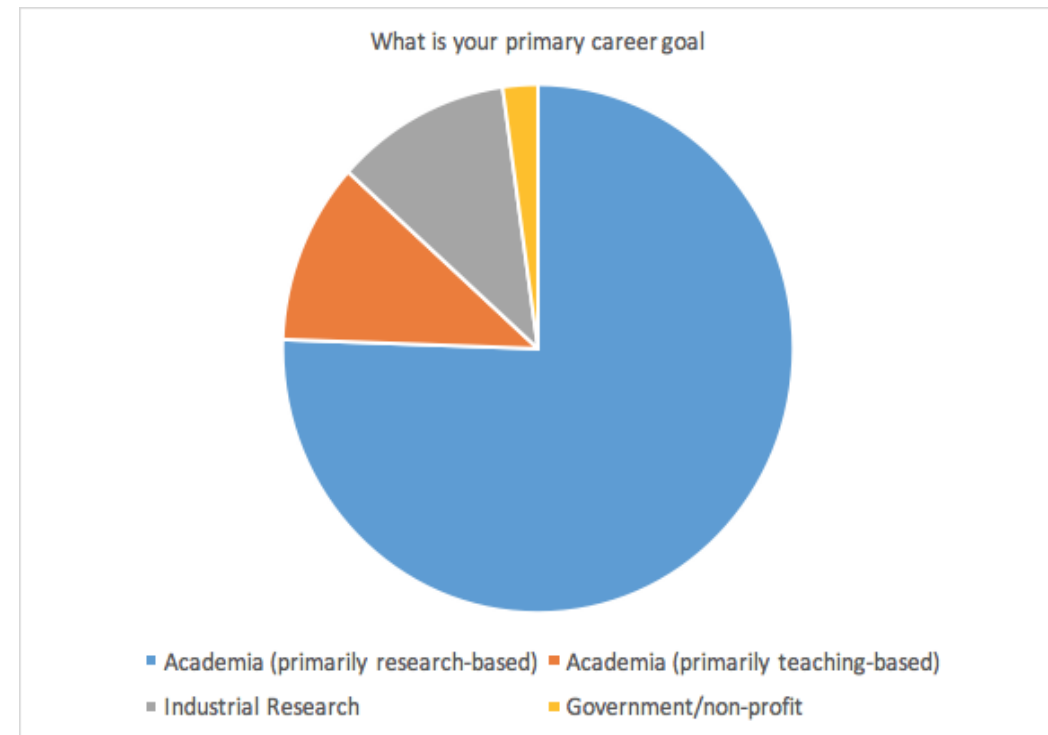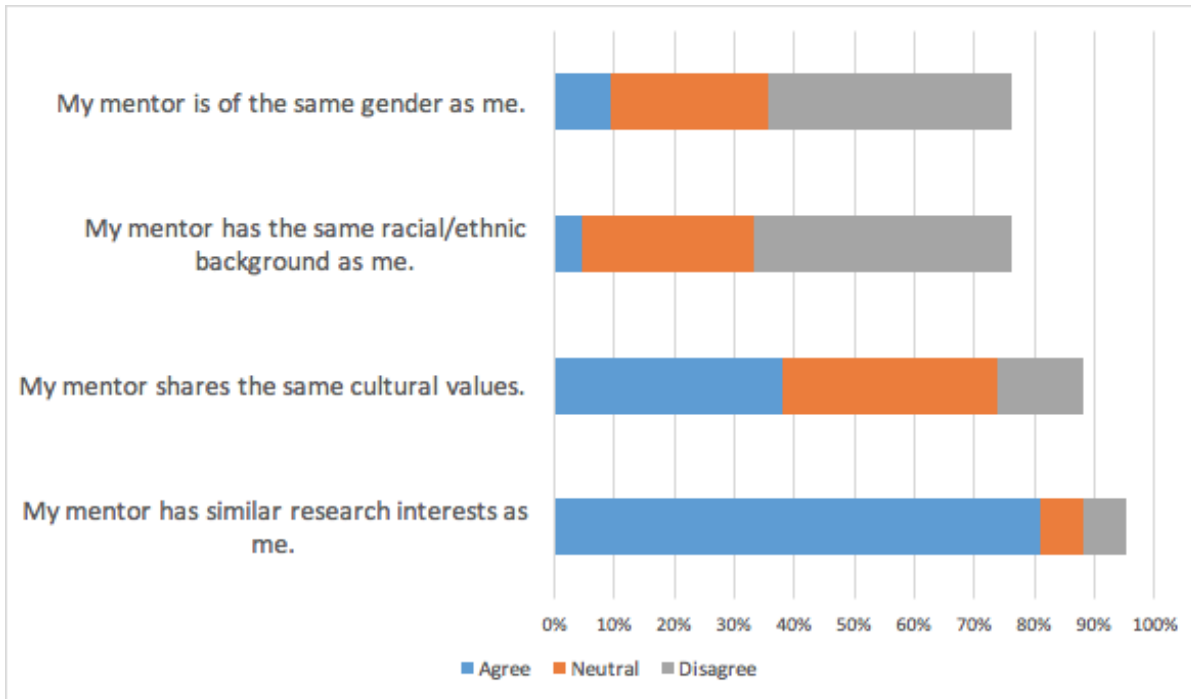
Objective 1: Four major activities have been implemented to support the postdoc preparation and recruiting objective of the project:

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 wokshop

Mentoring Modules

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   ***Average Hires Per Year: 24***
- 2011-2012: 23

*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