



OREGON STATE

ADVANCE

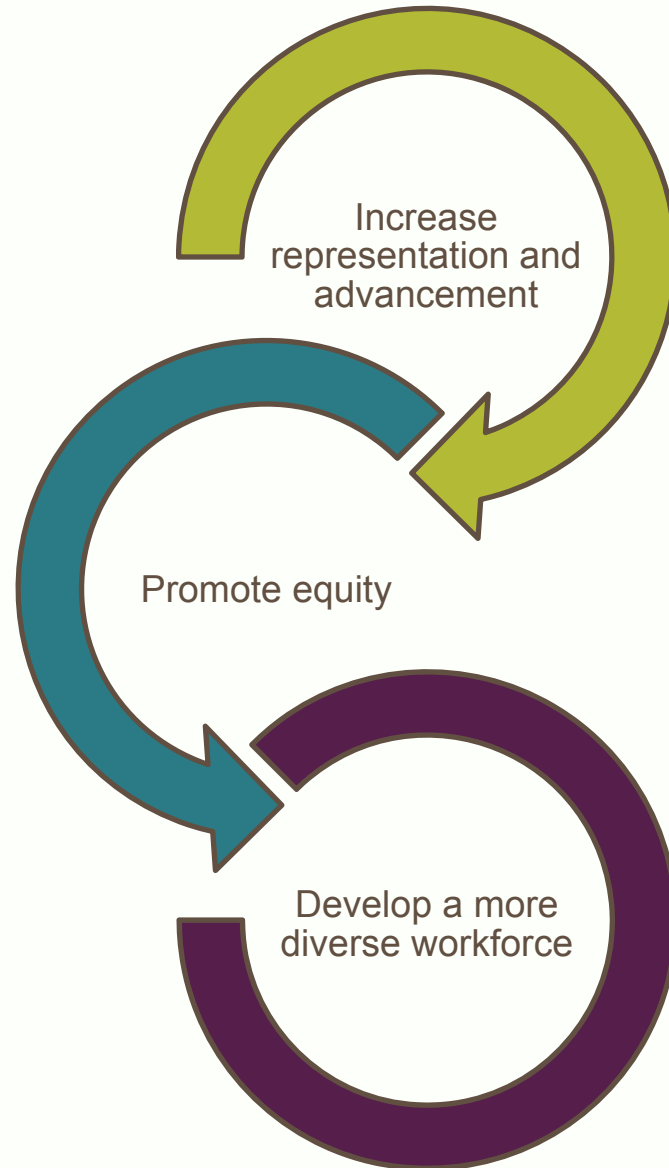
Inclusion. Equity. Justice.



Award #1409171

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# NSF ADVANCE



# ADVANCE: Institutional Transformation

## Strategic Plan 3.0

Enhancing diversity of the OSU community is essential to attain excellence in our educational, scholarly, and outreach endeavors and to prepare our students to succeed in a globally connected world. Diversity is central to the university's institutional mission and goals. Indeed OSU cannot be a premier land grant university without seeking the value of diversity and committing to equity and inclusion.

### Enhancing Diversity

- Increase the diversity of faculty and staff through new hires and enhanced retention efforts.
- Implement an intentional staff recruitment plan to support growth in diverse students and faculty.
- Develop more comprehensive work-life balance initiatives for all employees.



## Primary Goal

**OREGON STATE ADVANCE** will serve as a **catalyst** for advancing the study and practice of equity, inclusion, and justice for women and others from historically underrepresented groups who are faculty in the academy. Through this goal we focus on STEM, at three levels of influence: personal, symbolic, and institutional.



# Project Goals and Activities

**Recruitment and  
Promotion**

**Institutional Climate**

**Awareness and  
Actions**

- Influence academic recruitment and promotion policies and practices to assure equitable, inclusive, and just advancement.
- Contribute to an institutional climate that reflects a shared value for equity, inclusion, and justice.
- Provoke faculty and administrators' personal awareness of difference, power, and discrimination in the academy and actions that contribute to equitable, inclusive, and just treatment.

**Summer  
Seminar**

**Sponsored  
Events**

**Roadshow**

**Influencer  
Dialogues**

# Faculty Mentoring



National Center for Faculty Development & Diversity  
Institutional Membership



NCFDD Institutional Membership provides an external mentoring community designed to help graduate students, post-docs and faculty members increase research and writing productivity and improve work-life balance.

## How to Activate Institutional Sub-Account Membership

1. Visit [www.FacultyDiversity.org](http://www.FacultyDiversity.org)
2. Select the “**Become a Member**” tab and choose “**Institutional Membership**”
3. On the Institutional Membership page select “**Join Now**”
4. On the “Select Your Member Type” page, select “**Institutional Sub-Account**”
5. On the “Select a Username” page use your institution issued e-mail address in the Username box
6. Complete the registration process
7. You will receive a welcome e-mail within 24 business hours confirming that your account is active and that you can access NCFDD resources



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## Upcoming Events

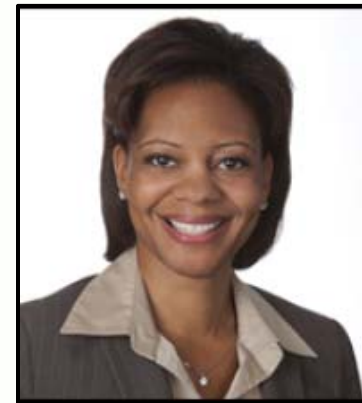
### Transdisciplinary Conversations STEM to STEAM Symposium

Friday, April 8, 2016  
4:00—6:00 P.M.  
LiNC 100



### Annual Lecture Dr. Kelly Mack

Monday, April 11, 2016  
2:00—3:30 P.M.  
MU 104 (Journey Room)



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# Accountability Metrics

## Evaluating Support for Equity, Inclusion, and Justice

### *In Administration*

- Incorporating expectations for advancing equity, inclusion, and diversity in all position descriptions.

### *In Service*

- Working with community groups on issues of diversity/social justice.

### *In Teaching*

- Including a diversity of perspectives in course content with particular attention to centering the concerns of marginalized individuals/populations.

### *In the Office*

- Creating marketing that embeds diversity and social justice as central to the mission of the department/college/university.

### *In Research*

- Including diverse perspectives on the research team, particularly among co-PIs.

**For a more comprehensive list visit our website:**

<http://advance.oregonstate.edu/metrics-evaluating-support-equity-inclusion-and-justice>



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# ADVANCE Summer Seminar



## 2016 Dates

- (1) M-F June 13-17 & T-F June 21-24
- (2) M-F Aug 29-Sept 2 & T-F Sept 6-9



## Faculty Fellowship Program

The purpose of the one-year ADVANCE Faculty Fellowships is to support the work of faculty to embed our commitments to equity, inclusion and justice throughout the university.



## Leadership Team

- **Susan Shaw**, PI, Director of the School of Language, Culture, & Society and Professor of Women, Gender, & Sexuality Studies
- **Michelle Bothwell**, co-PI, Associate Professor of Biological Engineering
- **Lisa Gaines**, co-PI, Director of the Institute for Natural Resources
- **Tuba Ozkan-Haller**, co-PI, Professor of Oceanography
- **Becky Warner**, co-PI, Professor of Sociology
- **Deborah John**, senior personnel, Associate Professor of Public Health and Human Sciences
- **Nana Osei-Kofi**, senior personnel, Director of the Difference, Power, & Discrimination Program and Associate Professor of Women, Gender, & Sexuality Studies
- **Dwaine Plaza**, senior personnel, Associate Dean of CLA, Professor of Sociology

**Questions:** Jennifer Almquist, Project Manager

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