Office of the Vice Provost for Faculty Advancement and Institutional Diversity

ANNUAL REPORT 2018–2019
ABOUT US AND OUR MISSION

The Office of the Vice Provost for Faculty Advancement and Institutional Diversity consults and collaborates with Washington University’s Danforth Campus Schools to develop the campus strategy for faculty excellence. Our office works closely with the University’s deans, department chairs, and hiring chairs to recruit, retain, and develop a faculty that is both excellent and diverse. We offer annual search workshops for hiring chairs and search committee members and real-time recruitment, strategy, and support. Furthermore, we provide the attention, resources, and policy design our faculty require to ensure they have the academic and professional support necessary to thrive as world-renowned researchers, scholars, and teachers. Our broader mission is to embed diverse academic excellence throughout Washington University. Last year this included: an emphasis on gender equity; mentoring and leadership development programs; building infrastructure to diversify the academic STEM pipeline; the Distinguished Visiting Scholar Program; and faculty recruitment and retention. This report highlights a few of these efforts and successes.

One of the great challenges of our time is how to foster respect, understanding, and meaningful collaboration across human difference.

Adrienne Davis
Vice Provost and William M. Van Cleve Professor of Law
The Distinguished Visiting Scholars Program brings to Washington University underrepresented minorities and women in underrepresented fields who have distinguished themselves as leaders and innovators in the academy, in business or in fields of endeavor. During their stay, the Scholars participate in the intellectual life of the campus. Scholars interact with faculty and graduate students by leading workshops, delivering public lectures, visiting classes and teaching seminars.

"Washington University’s Distinguished Visiting Scholars Program is one of the most innovative and impactful programs in the nation for promoting cutting-edge scholarship. By bringing scholars to campus to work with, and learn from, the greater WashU community of students and faculty, the program enables scholars to serve as co-creators of knowledge for the common good of the university, and the nation. The Distinguished Visiting Scholars Program is quite simply a higher ed gem."

Professor Lázaro Lima, Distinguished Visiting Scholar, Spring 2019

VICTOR LAVALLE  fall 2018, Oct. 31–Nov. 2
Associate Professor, Columbia University School of the Arts
Sponsored by: Department of English; Center for the Humanities
Public Lecture Title: “Making Monsters: a Conversation and Reading...”

MOREHSHIN ALLAHYARI  fall 2018, Nov. 27–29
Artist, activist, educator, and curator
Sponsored by: Sam Fox School of Design and Visual Arts
Public Lecture Title: “Sam Fox Distinguished Visiting Scholar Lecture”

FRANK GURIDY  spring 2019, Feb. 6–9
Associate Professor, Columbia University
Sponsored by: American Culture Studies
Public Lecture Title: “Football, Masculinity & Politics in the Making of ‘Nixonland”

LÁZARO LIMA  spring 2019, Feb. 17–23
E. Claiborne Robins Distinguished Chair in the Liberal Arts, Professor of Latin American, Latino and Iberian Studies, and Professor of American Studies; Associate Provost for Faculty; University of Richmond
Sponsored by: Department of Romance Languages and Literatures; Latinx Steering Committee; Department of History
Public Lecture Title: “The Latino Question & the Democratic Commons”

NAOMI JACKSON  spring 2019, April 17–20
Writer
Sponsored by: Department of English; Center for Diversity & Inclusion
Public Reading

Having Naomi Jackson here, with all the events surrounding her visit, was one of the most satisfying and enjoyable weeks I have spent working at WashU.

Professor David Schuman
Director of Creative Writing & Senior Lecturer in English, School of Arts & Sciences

UNDERREPRESENTED MINORITY FACULTY
New Hire Results Over Last Nine Years

TENURED & TENURE-TRACK HIRES BY RACE/ETHNICITY

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Total</th>
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<tbody>
<tr>
<td>African American/Black</td>
<td>37</td>
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<tr>
<td>Hispanic/Latina/O/X</td>
<td>26</td>
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<tr>
<td>Native American/Native Hawaiian/Pacific Islander</td>
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UNDERREPRESENTED HIRES BY RANK

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<thead>
<tr>
<th>Rank and Race/Ethnicity</th>
<th>Total</th>
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<tbody>
<tr>
<td>HIRED AS ASSISTANT PROFESSOR, ON TENURE-TRACK</td>
<td>46 (71%)</td>
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<tr>
<td>HIRED AS FULL OR ASSOCIATE PROFESSOR, WITH TENURE</td>
<td>19 (29%)</td>
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TENURE-TRACK PROFESSOR OUTCOMES TO DATE

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Total</th>
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<tbody>
<tr>
<td>PROMOTED WITH TENURE</td>
<td>10</td>
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<tr>
<td>LEFT WASHU</td>
<td>8</td>
</tr>
<tr>
<td>RETAINED, NOW WORKING TOWARDS TENURE &amp; PROMOTION</td>
<td>28</td>
</tr>
</tbody>
</table>

2018/2019 UNDERREPRESENTED FACULTY HIRES

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>Hispanic/Latina/O/X</td>
<td>6</td>
</tr>
<tr>
<td>African American/Black</td>
<td>6</td>
</tr>
<tr>
<td>Women of All Races in Underrepresented Fields</td>
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</tbody>
</table>

DISTINGUISHED VISITING SCHOLARS PROGRAM

NEW HIRE TRENDS

THE DANFORTH CAMPUS
ACHIEVED GENDER EQUITY IN TEN-YEAR YIELD ON OFFERS

The College of Arts & Sciences achieved gender equity in faculty hiring

70% v. 58%
Ten-year yield on offers to underrepresented minority faculty versus overall yield on offers

50% 50%
Tenured/Tenure-Track African American/Black Faculty from 2010–2018

65%
Tenured/Tenure-Track Hispanic/Latina/O/X Faculty from 2010–2018

93%
Overall increase of underrepresented minority faculty from 2010–2018
BUILDING THE STEM DIVERSITY PIPELINES

HOW WE ARE BUILDING THE DIVERSITY ACADEMIC PIPELINE IN STEM

The Meharry Medical College Summer Research Program

With a goal of encouraging more underrepresented students of color to explore careers in academic medicine, the School of Medicine partnered with Meharry Medical College to create the Meharry Medical College Summer Research Program (Meharry SRP). Meharry SRP invites Meharry medical students to spend the months of June and July at the School of Medicine in a cohort-based summer research program. To introduce the students to the University and St. Louis, Vice Provost Davis hosts the students for lunch on campus and a reception at her home, connects them with Meharry Medical College alumni in the St. Louis area, and facilitates their participation in local cultural and social activities. Funded in part by an Eli Lilly grant, the Office of the Provost co-sponsors this program with the School of Medicine.

The Meharry SRP has hosted 74 Meharry students between 2011–2018

17 Meharry SRP Alumni returned to the School of Medicine to participate in its 4th Year Away Rotation and Visiting Elective Program

Field of Dreams

For the third year Washington University was a Partner with the Keckman Math Sciences Alliance and served as the host institution for its annual Field of Dreams Conference. Held over three days in St. Louis, Field of Dreams recruits underrepresented minority students into the Mathematical Sciences by connecting them with faculty mentors and through seminars, workshops, offering graduate school information and resources, and more. As part of our annual hosting, Washington University welcomed a group of undergraduate conference participants to tour our campus and meet with our faculty over lunch, among other activities.

A focused group of undergraduate conference attendees were invited to Washington University for a satellite event to showcase our programs in the Mathematical Sciences, our campus, and research infrastructure. Some ultimately applied to our Mathematics doctoral program while others became ambassadors for us in the STEM pipeline.

Leadership Alliance

Leadership Alliance is a consortium of 33 institutions of higher education whose primary goal is to increase the number of students from underrepresented backgrounds who pursue the Ph.D. and M.D. Ph.D. The Alliance provides summer research experiences for undergraduates culminating in a presentation of their work at the Leadership Alliance National Symposium.

Since joining the Leadership Alliance consortium in 2011, Washington University has hosted over 60 students in the program. More than 75% of participants matriculated into Ph.D. programs.

Leadership Alliance students matriculated into doctoral programs at Washington University and other Research 1 institutions, including University of Washington, University of Florida, Pennsylvania State University, University of Michigan, UC-Davis, and University of Iowa.

The Joint Postbaccalaureate Program in Mathematics, Physics, and Earth and Planetary Sciences (JPP)

Started in 2015, The Joint Postbaccalaureate Program in Mathematics, Physics, and Earth and Planetary Sciences (JPP) is designed to prepare exceptional students with bachelor’s degrees to make the transition to competitive, funded graduate programs to pursue their doctorates. Participants engage in a rigorous plan of study, designed for them, and other field-specific activities. JPP also includes intensive advising, community building, and initiatives to bond the group in a nurturing environment. The program is led by faculty mentors from the Mathematics, Physics, and Earth and Planetary Sciences departments, and Rochelle Smith, Assistant Provost for Diversity Initiatives. The program is funded by the Office of the Provost, with substantial support from The Graduate School.

Between 2015 and 2019, 7 out of the 8 participants completed the JPP

4 matriculated into Ph.D. programs at Washington University—1 completed a Master’s Program and was selected as a Fulbright Scholar

Under the leadership of Assistant Provost Rochelle Smith, our office focused on two goals in Science, Technology, Engineering & Mathematics (STEM) diversity: collaborating with and taking leadership roles in national pipeline programs and building the diversity academic pipeline in STEM. Promoting sustainable diversity in STEM pipelines is an imperative for Washington University and the academy more broadly.
Ensuring transparency & better communications about policies, resources & opportunities

Improving the culture & climate for women faculty & identifying ways to interrupt bias

We highlight some of the initiatives that supported these goals this year:

Engaging the campus in issues of gender equity in higher education more broadly

Continuing to cultivate leadership opportunities for women faculty

Community-building among faculty identifying as women

Skill and capacity building

Ensuring gender equity in professional advancement & development

The Vice Provost and team of Gender Equity Faculty Fellows deepened their efforts by setting several immediate and long-term goals for faculty gender equity on the Danforth Campus, including:

Ensuring gender equity in professional advancement & development

Improving the culture & climate for women faculty & identifying ways to interrupt bias

Ensuring transparency & better communications about policies, resources & opportunities

Engaging the campus in issues of gender equity in higher education more broadly

Continuing to cultivate leadership opportunities for women faculty

Community-building among faculty identifying as women

Skill and capacity building

The 2nd Annual Town Hall for Danforth Campus Faculty Gender Equity took place on Tuesday, March 19, 2019. During this annual meeting, we give updates on progress and challenges in faculty gender equity on the Danforth Campus. We focus on trends and changes in demographics and climate. Additionally, we highlight new and revised University policies, efforts underway, challenges, and programming and community building resources.

PROMOTING COLLABORATIONS FOR OPPORTUNITIES TO BUILD COMMUNITY ACROSS RANKS, UNITS, AND DISCIPLINES

We have continued to forge new connections with leaders in our campus community who are committed to advancing gender equity. Several departments have hosted events for faculty members that included faculty from other departments on campus. We have also continued to support the Association of Women Faculty (AWF) as they work to bring about change to the climate for women faculty on the Danforth Campus, host professional development opportunities and community building events, identify challenges and obstacles to gender equity, and make recommendations to the administration regarding policy changes and resources. These initiatives are chaired by Jessica Majestad, Associate Professor, Mechanical Engineering and Materials Science, Whitaker School of Engineering and Stephanie Kirk in the Office of the Provost.

ASSOCIATION OF WOMEN FACULTY (AWF)

Our office remains committed to building a collaborative programming with AWF to host speakers, develop programming, and build community among the women faculty on the Danforth Campus, host professional development opportunities and community building events, identify challenges and obstacles to gender equity, and make recommendations to the administration regarding policy changes and resources. These initiatives are chaired by Jessica Majestad, Associate Professor, Mechanical Engineering and Materials Science, Whitaker School of Engineering and Stephanie Kirk in the Office of the Provost.

COLLABORATIVE PROGRAMMING WITH THE ASSOCIATION OF WOMEN FACULTY

Our office has a strong partnership with AWF in our work to promote the experiences of women faculty on the Danforth Campus. The AWF has become a critical collaborative partner in the advancement of gender equity on the Danforth Campus. They have developed and implemented many initiatives to promote gender equity on campus, including the creation of support groups for faculty members, the development of new programs and events, and the provision of resources and funding for faculty development.

CAMPUS FACULTY HALL FOR DANFORTH

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THE 2ND ANNUAL TOWN HALL FOR DANFORTH CAMPUS FACULTY GENDER EQUITY

Spring Semester 2019 Pilot Bi-Weekly Women Faculty Luncheons

The Bi-Weekly Women Faculty Luncheons aim to provide opportunities for women faculty to connect with each other and build community. These luncheons are open to all women faculty members and are designed to foster a sense of inclusion and belonging. The luncheons are typically held at the Washington University in St. Louis campus and are sponsored by the Office of the Provost and the Office of the Vice President for Faculty Affairs.

SPRING SEMESTER 2019 PILOT BI-WEEKLY WOMEN FACULTY LUNCHEONS

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Spring Semester 2019 Pilot Bi-Weekly Women Faculty Luncheons
WFLLI Alumni Program reunites all of the WFLLI graduated cohorts for continued professional development and community building. Those in or aspiring to leadership roles. Over three cohorts, WFLLI has provided its 56 participants with access to local and national experts who enhance their understanding and personal training and improve their approaches toward quality leadership and improving their approaches toward leadership all there to learn and represent my department to ensure their success and academic and professional success, and fostering a sense of community and institutional support.

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The Faculty Leadership Development Seminar, aka “The Breakfast Club,” is convened by Provost Holden Thorp and Vice Provost Adrienne Davis. Consisting predominantly of recently tenured associate professors, the informal group was formed in 2012 to cultivate the University’s next generation of faculty leaders. Discussions focus on challenges, opportunities, and transitions at Washington University and in higher education more broadly.

The 2018–2019 program included the following guest speakers and discussion sessions:

“A Conversation with Cathy Davidson,”
Distinguished Professor of English and Founding Director of the Futures Initiative at the Graduate Center, CUNY; Co-director of HASTAC: Humanities, Arts, Science and Technology Alliance

“Reflections on a Lifetime of Leadership”
with Chancellor Mark Wrighton

“My Pathway to Leadership”
with Chancellor-elect Andrew Martin

“Our Higher Calling: Rebuilding the Partnership between America and Its Colleges & Universities”
Discussion with Provost Holden Thorp
(Holden Thorp & Buck Goldstein, University of North Carolina Press 2018)

Case Study Discussion led by Adrienne Davis and Holden Thorp:
“What Happened When the Dean’s Office Stopped Sending Emails After-Hours”
by Andrew Martin & Anne Curzan, The Chronicle of Higher Education, April 2018

In 2017, the University’s Commission on Diversity and Inclusion Faculty Report recommended that Washington University make a strong commitment to developing the academic pipeline at the highest levels by creating a University-wide postdoctoral fellowship program. Assistant Provost Rochelle Smith and Faculty Fellow Adia Wingfield designed a program to meet the University’s vision and goal of diversifying the research and academic pipeline across higher education. Over the year, they engaged multiple campus stakeholders at the School of Medicine and on the Danforth Campus, as well as exploring how peer universities have structured such programs. In the end, proposing a Chancellor’s Postdoctoral Fellowship Program that would include all seven of the University’s schools.

CHANCELLOR’S POSTDOCTORAL FELLOWSHIP PROGRAM
Not available.
The Gender Equity Faculty Fellows work closely with the Vice Provost to help drive the Danforth Campus’s commitment to realizing gender equity among our faculty. The team emphasizes supporting women faculty’s professional advancement and development, identifying ways to interrupt gender bias, offering opportunities for women faculty to build skills and capacity, cultivating women as faculty leaders, facilitating more transparent and strategic communications; and community building. The Gender Equity Faculty Fellows also lead the Office’s close partnership with the Association of Women Faculty and chair key University committees and task forces.

**TONYA EDMOND**  
Associate Dean for Diversity, Inclusion and Equity  
Professor, The Brown School

**AMY EYLER**  
Associate Professor, The Brown School

**STEPHANIE KIRK**  
Professor of Spanish, Comparative Literature, and Women, Gender, and Sexuality Studies, Arts & Sciences
STUDENT INTERNS

MILLI BOKER
Lead Intern – Web & Special Projects

DANIIL GERASIMOV
Graphic and Web Design Intern

HAILEY RUSSELL
Research and Office Intern; Studies, Arts & Sciences
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