

MIZZOU ADVANCE

A National Science Foundation and University of Missouri Program

Mizzou ADVANCE is enhancing senior faculty diversity by providing programs to STEM faculty and by reviewing promotion policies and practices that affect STEM departments/divisions and colleges. STRIDE, a committee of 11 STEM professors and administrators, is leading the review.

To prepare for their policy review, STRIDE committee members studied practices at other universities that have helped increase the promotion and success of women faculty, knowing that recommendations for the advancement of women faculty are equally applicable to the advancement of men. Committee members, led by Marc Linit (Associate Dean, CAFNR), contacted department chairs and division directors for information on:

- Promotion and Tenure Guidelines
- Mentoring Policy or program (if applicable)
- Annual Review Policy for faculty at each rank
- Guidelines for appointment/reappointment to doctoral faculty
- Guidelines for Post-Tenure Review

The STRIDE committee will use the information to look for creative and innovative policies that enhance the probability of success for STEM faculty and for policies that might inadvertently have the opposite impact. The committee will synthesize the available information and make recommendations to help shape departmental/divisional cultures for the advancement of STEM faculty.

Upcoming Events...

- **February 2: 3:30 p.m.-4:30 p.m., Monsanto Auditorium, Life Sciences Center** - Interactive Theatre Troupe Performance at the Interdisciplinary Plant Group's Seminar Series
- **February 3: 11:30 a.m.-1 p.m., 572 Life Sciences Center** - Welcome Back Lunch for Mentors and Mentees
- **February 19: 8 a.m.-9:30 a.m., 325 Strickland Hall** - STRIDE meeting
- **February 23: 11:30 a.m.-1 p.m., 572 Life Sciences Center (note new date/location)** - Preparing your Promotion Dossier (For Associate Professors & Chairs/Directors)
- **February 24: 11:30 a.m.-1 p.m., 572 Life Sciences Center (note new date/location)** - Preparing your Promotion Dossier (For Associate Professors & Chairs/Directors)

January 2009



Drs. Carol Deakyne, Lesa Beamer and Carol Lorenzen attend a Steering Board meeting on January 15 to plan for the spring 2009 semester.

Faculty Spotlight

Congratulations to Drs. **Karen Cone** and **Carol Wicks**! Karen Cone is now a Program Director at the National Science Foundation in the Division of Molecular and Cellular Biosciences. Carol Wicks is now the Chair of the Department of Geology & Geophysics at Louisiana State University. Both Karen and Carol were actively involved in the Mizzou ADVANCE Program, and we are very grateful for their service and commitment to the grant. We wish them well in their new endeavors.

People are Talking About ...

- **January 22 - Inside Higher Ed:** "New report attempts to gather key data on women in higher education - students, faculty, administrators - and to analyze key issues. In just about every category, study finds progress and disappointments."
- **January 15 - Inside Higher Ed:** "Graduate students increasingly care about a 'family friendly' work environment - and doubt they can find one at a research university, survey finds."
- **December 30 - Inside Higher Ed:** "Most departments don't tell tenure review committees what they aren't supposed to consider when a tenure timetable has been put on hold."

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