



Faculty Development & Advancement

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October 21, 2020

Goals for Today's Presentation

Workshops, resources and training opportunities offered by FDA in support of faculty advancement and retention

Participation in the IChange initiative to increase STEM Faculty Diversity

Gathering, interpreting and sharing data about faculty recruitment and retention

FDA Professional Development Offerings



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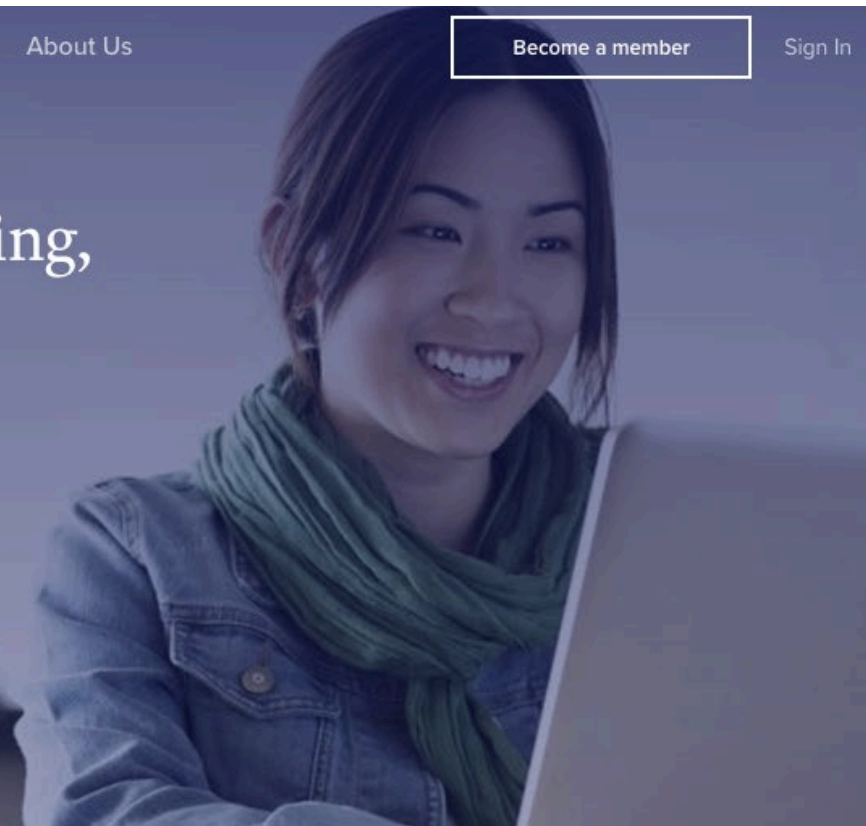
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FACULTY ADVANCEMENT

P&T
Workshops

Path to Full

What's Next?

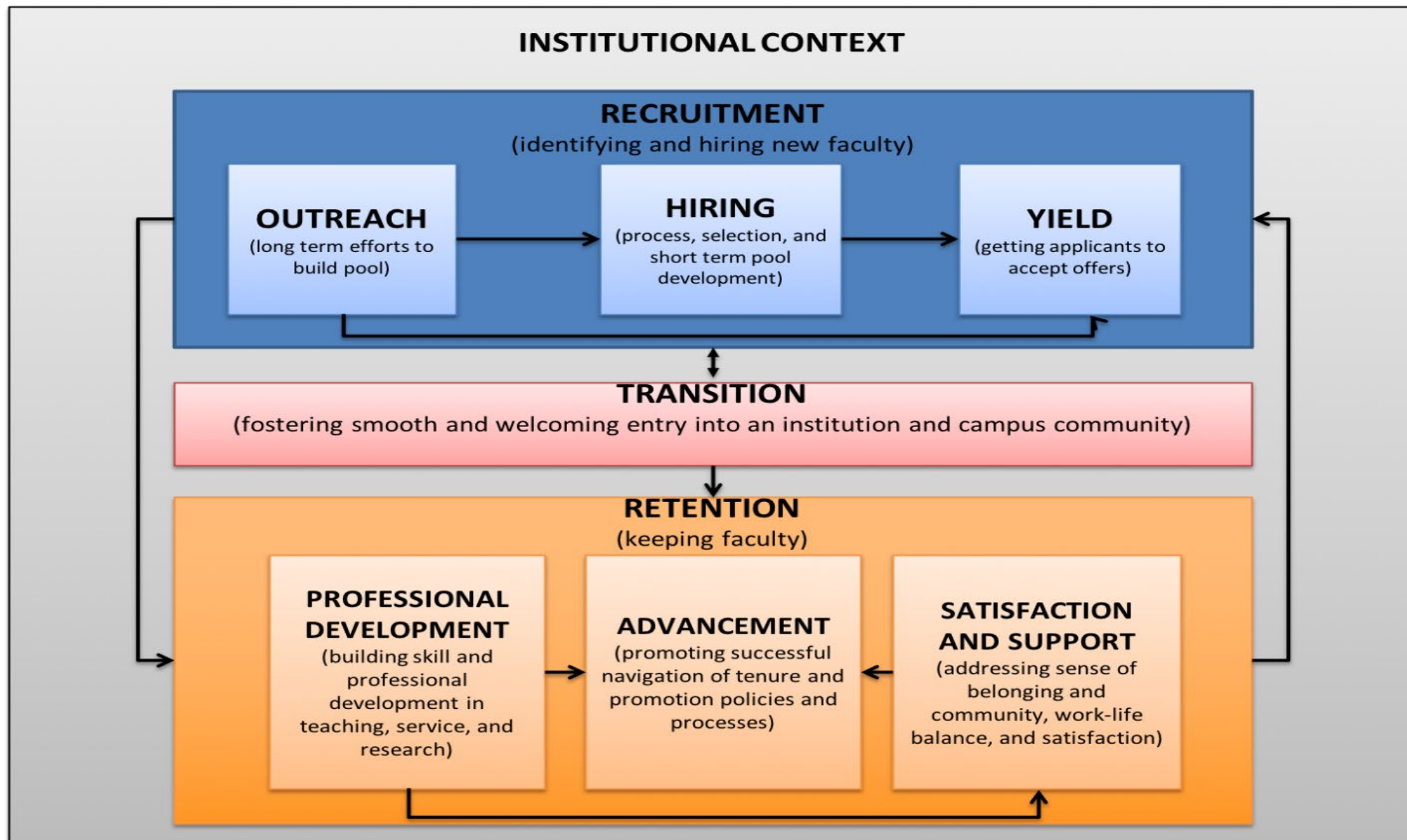
Leadership
Development
Groups

ACC Academic
Leaders Group



Aspire seeks to increase underrepresented student success in STEM by aligning the professional development, recruitment, and retention of diverse and inclusive faculty.

INSTITUTIONAL MODEL for FACULTY DIVERSITY



Guiding Framework



Systems Approach

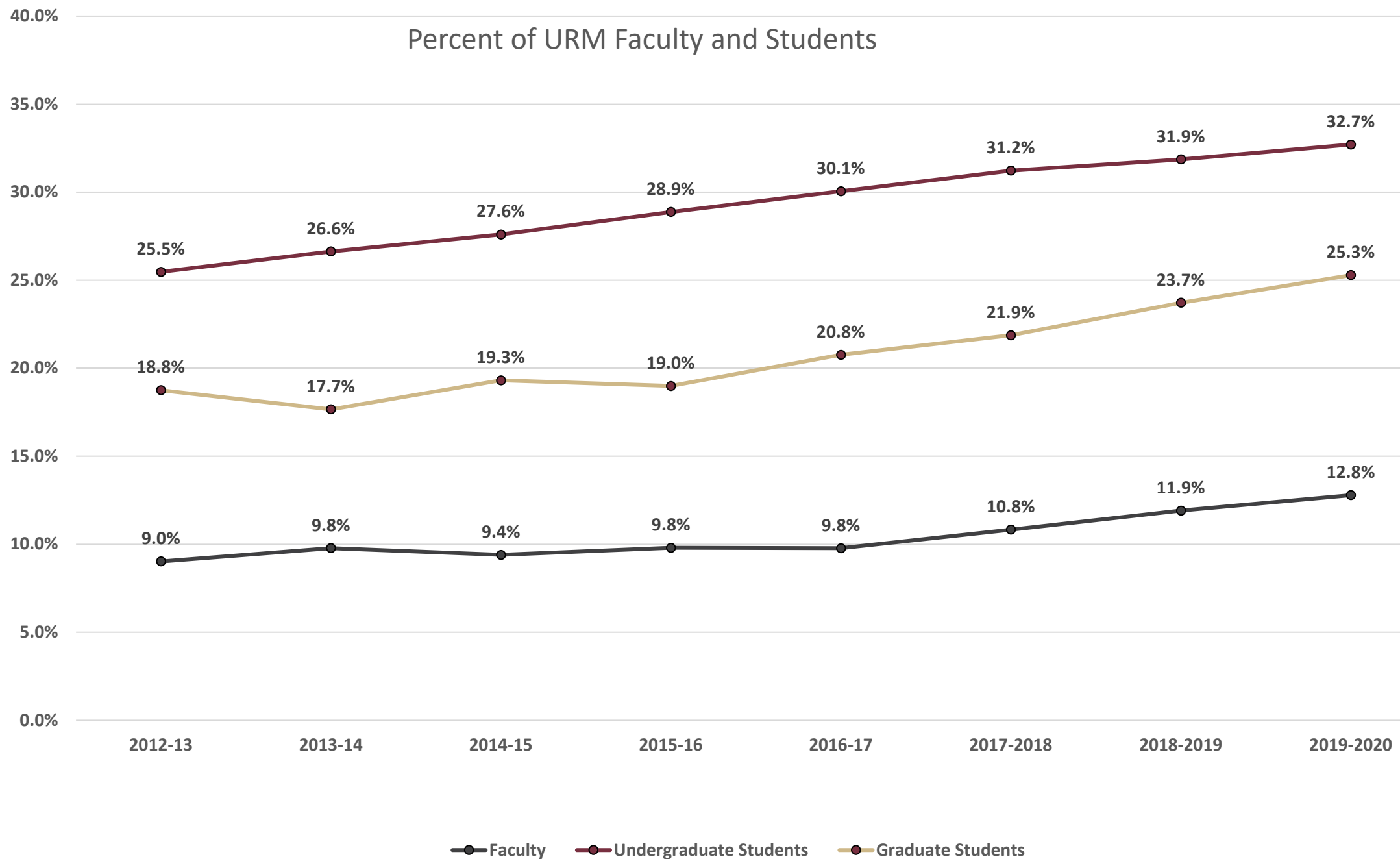
Sustainable change requires changing systems
Identifying targets for intervention



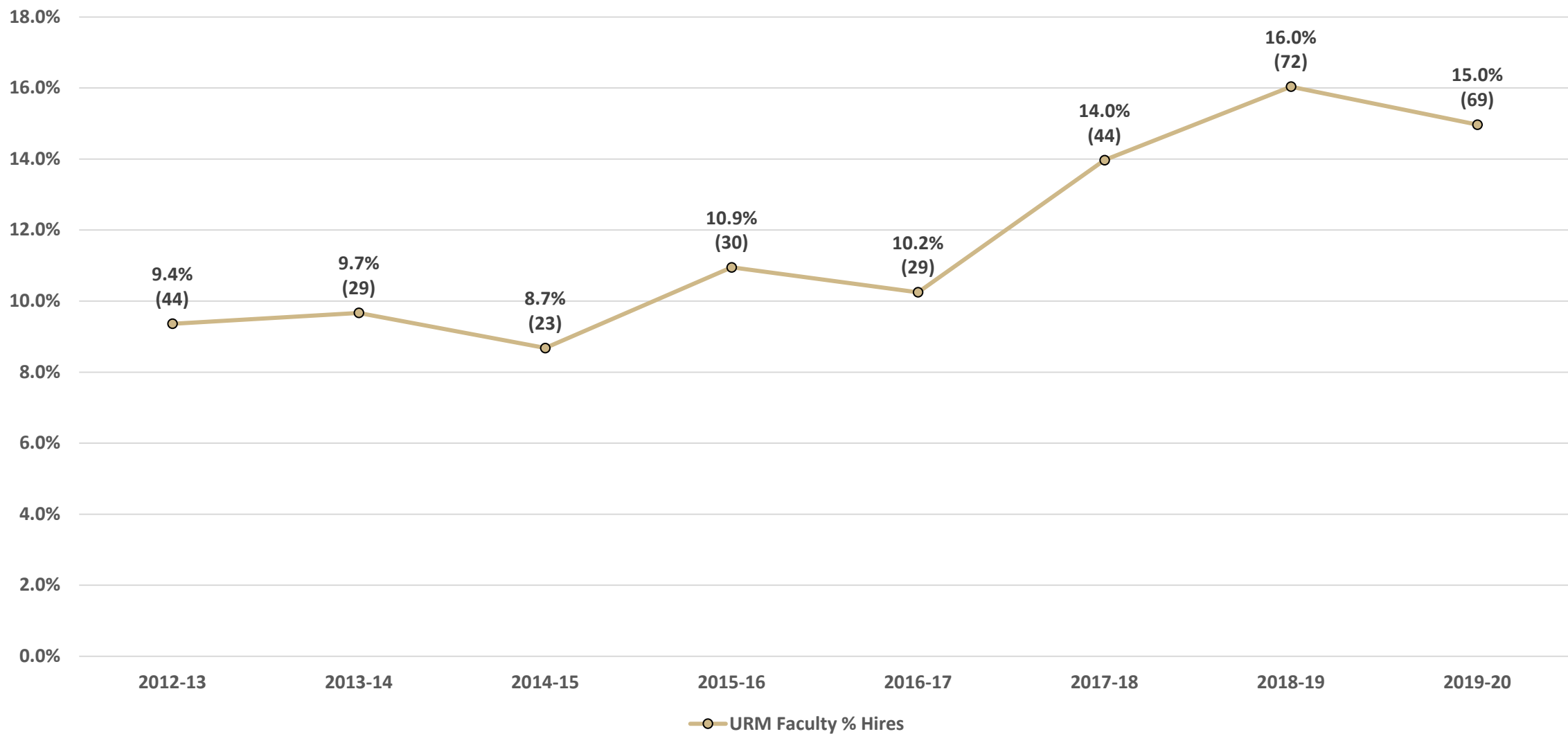
Data based

Ongoing collection and reporting of data
Using data to inform interventions

Percent of URM Faculty and Students



Percent of URM Faculty Hires

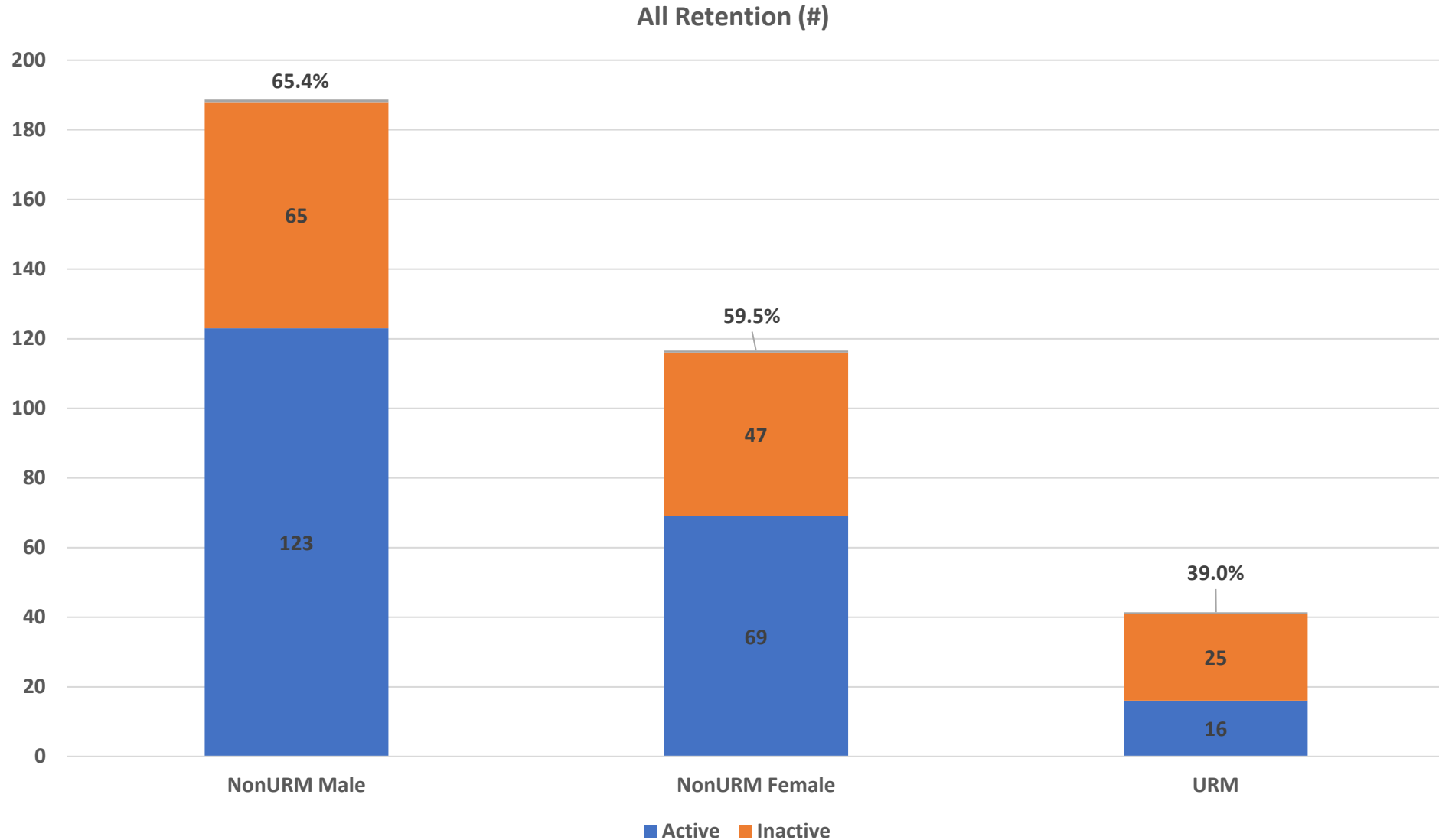




FACULTY RETENTION

Faculty Retention

(hired as Asst. Prof.s 2007-2013)



Increasing Faculty Retention

- Identify and mitigate factors that lead to faculty attrition

Exit interviews

COACHE retention study

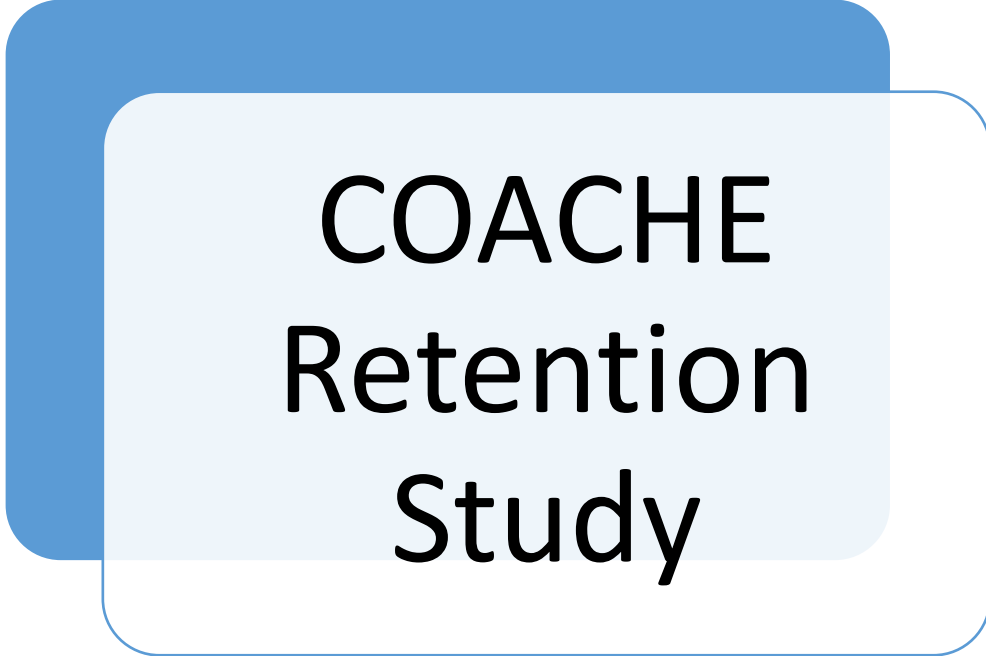
- Fostering a climate that promotes excellence & retention
 - COACHE faculty satisfaction survey
 - Interventions tailored to address areas of concern
 - Mentoring for Associate Professors
 - Interdisciplinary research and teaching



CAUSES OF FACULTY ATTRITION?



Exit
Interviews



COACHE
Retention
Study

COACHE Faculty Work Satisfaction Survey

- Confidential survey of faculty satisfaction
- Administered every three years, to be administered in spring 2021
- Comparison groups:
 - “Cohort” (large group of universities who administered the survey around the same time)
 - “Peers”: Five R1 institutions with similar profile to FSU

Areas of strength (all faculty combined)

- *Appreciation and Recognition*
- *Departmental Quality*
- *Governance: Adaptability*
- *Governance: Productivity*
- *Governance: Shared Sense of Purpose*
- *Governance: Trust*
- *Governance: Understanding the Issue at Hand*
- *Health and Retirement Benefits*
- *Leadership: Divisional*
- *Leadership: Faculty*
- *Leadership: Senior*
- *Nature of Work: Research*
- *Nature of Work: Service*
- *Personal and Family Policies*
- *Promotion to Full*

Areas of concern (all faculty combined)

- *(No areas of concern)*

Benchmark Dashboard

COACHE Dashboard Guide

This is the
overall score
(between 1 and 5)
for all faculty
respondents
at your institution.

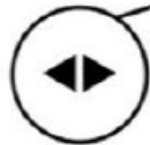
These columns describe how your faculty's
responses compare to similar faculty at other
COACHE institutions: tenured vs. tenured,
men vs. men, faculty of color
vs. faculty of color, etc.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5

Your ranking among peers: Your percentile among your cohort:

1st or 2nd ◀▶ Top 30%
3rd or 4th ◀▶ Middle 40%
5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for
"areas of strength" (in green) and "areas of concern" (in red).



This result, for example, shows that your female faculty are
less satisfied than are women at your peers (◀), but **more**
satisfied than are women at 70% of other institutions (▶).
Although the women at your institution are "less satisfied"
than women at peers, they still fare better than most.

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in **GREEN**
Areas of concern in **RED**

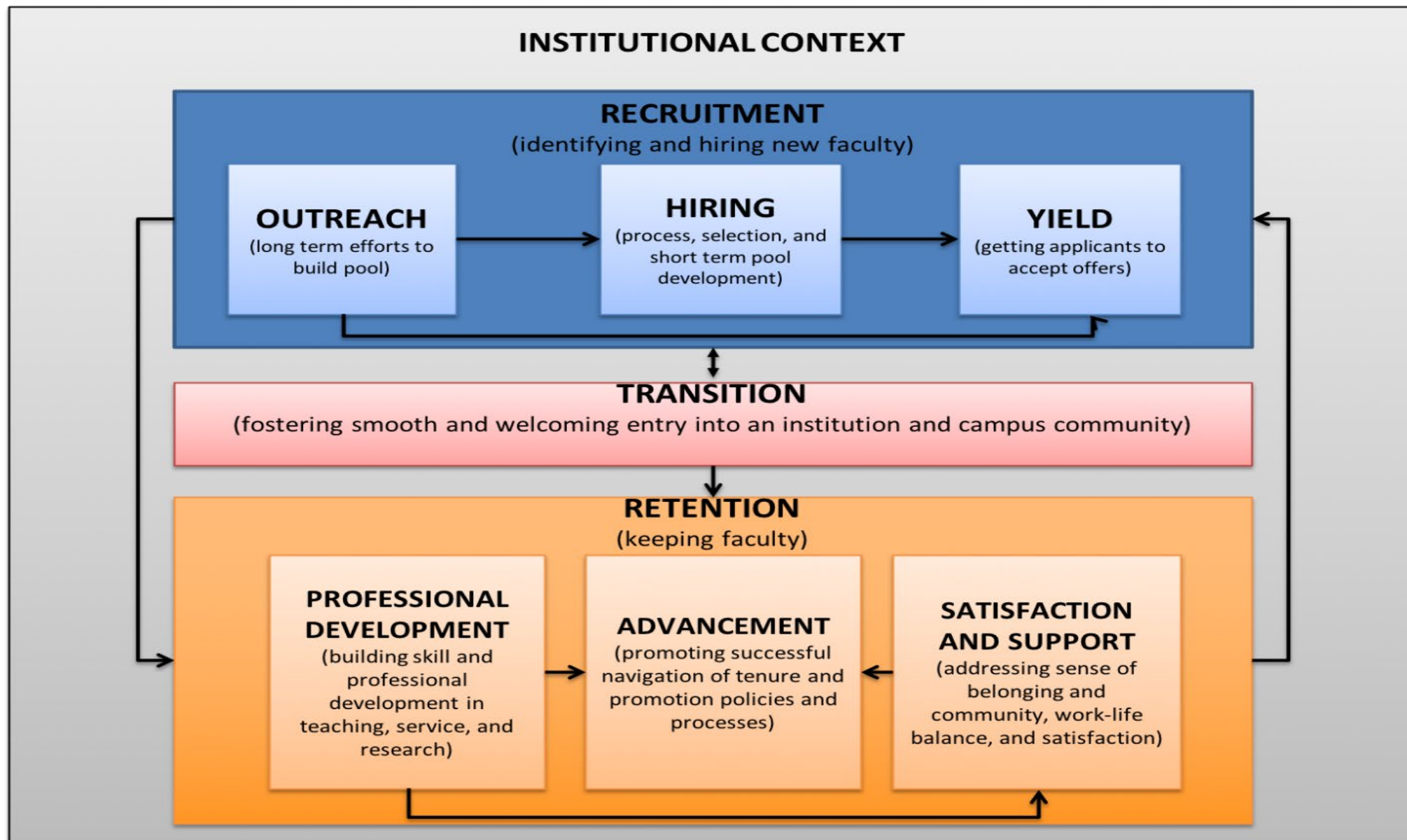
	Mean	Overall	White	Asian	URM
Mentoring	3.25	◀▶	◀▶	◀▶	◀▶
Effectiveness of mentoring within dept.	3.77	◀▶	◀▶	▶◀	◀▶
Effectiveness of mentoring outside dept.	3.64	◀▶	◀▶	◀▶	◀▶
Mentoring of pre-tenure faculty in dept	3.36	▶◀	◀▶	▶◀	▶◀
Mentoring of tenured associate profs in dept	2.63	◀▶	◀▶	▶◀	◀▶
Support for faculty to be good mentors	2.67	◀▶	◀▶	◀▶	◀▶

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in **GREEN**
Areas of concern in **RED**

	Mean	Overall	White	Asian	URM
Leadership: Departmental	3.63	◀▶	◀▶	◀▶	◀▶
Head/Chair: Pace of decision making	3.66	◀▶	◀▶	◀▶	◀▶
Head/Chair: Stated priorities	3.53	◀▶	◀▶	◀▶	◀▶
Head/Chair: Communication of priorities	3.51	◀▶	◀▶	◀▶	◀▶
Head/Chair: Ensuring faculty input	3.63	◀▶	◀▶	◀▶	◀▶
Head/Chair: Fairness in evaluating work	3.81	◀▶	◀▶	◀▶	◀▶

INSTITUTIONAL MODEL for FACULTY DIVERSITY



QUESTIONS?



Diversity & Inclusion in Admissions



A PREEMINENT FLORIDA UNIVERSITY

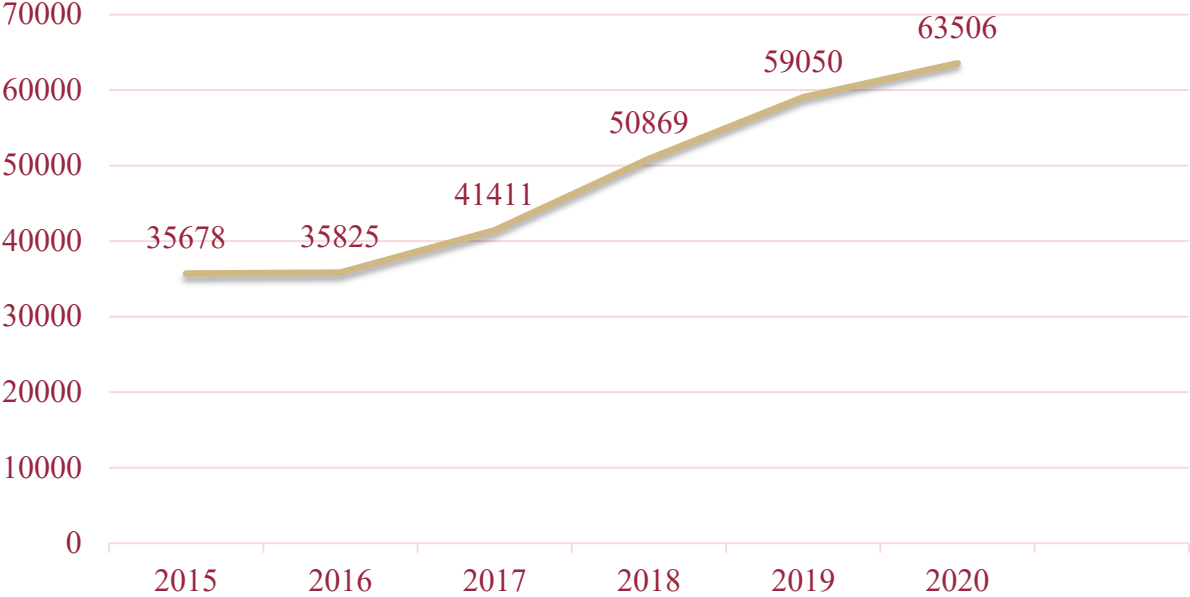


Removing admissions barriers

- Eliminating the need to receive an application fee waiver from the high school counselor
- Removing the need to get an official transcript from the high school
- Reducing the need to have official test scores sent from the testing agency
- Offering application and financial aid workshops at select Title 1 high schools



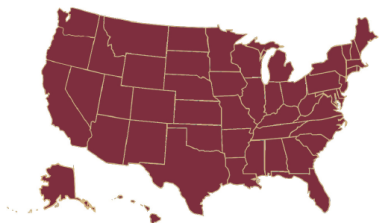
Application Trends





2019-2020 APPLICANTS

**All 50 States
& D.C.**



Students Admitted from

2,857

High Schools Nationally



**66
Florida
Counties**

Students Admitted from

812

High Schools in Florida

Students Admitted With:

All As and Bs: 63%

Advanced Math: 57%

Adv. World Lang.: 41%

**Average Number of High
School Units:**

English: 4.5

Math: 5.5

Natural Science: 5.0

Social Science: 5.0

World Language: 3.5



Evaluation Factors



Academic Achievement
grades, rigor of curriculum, test scores



Extracurricular Activities
essay, resume, volunteer work/community service



Life Challenges
Family instability, economic hardships, medical conditions

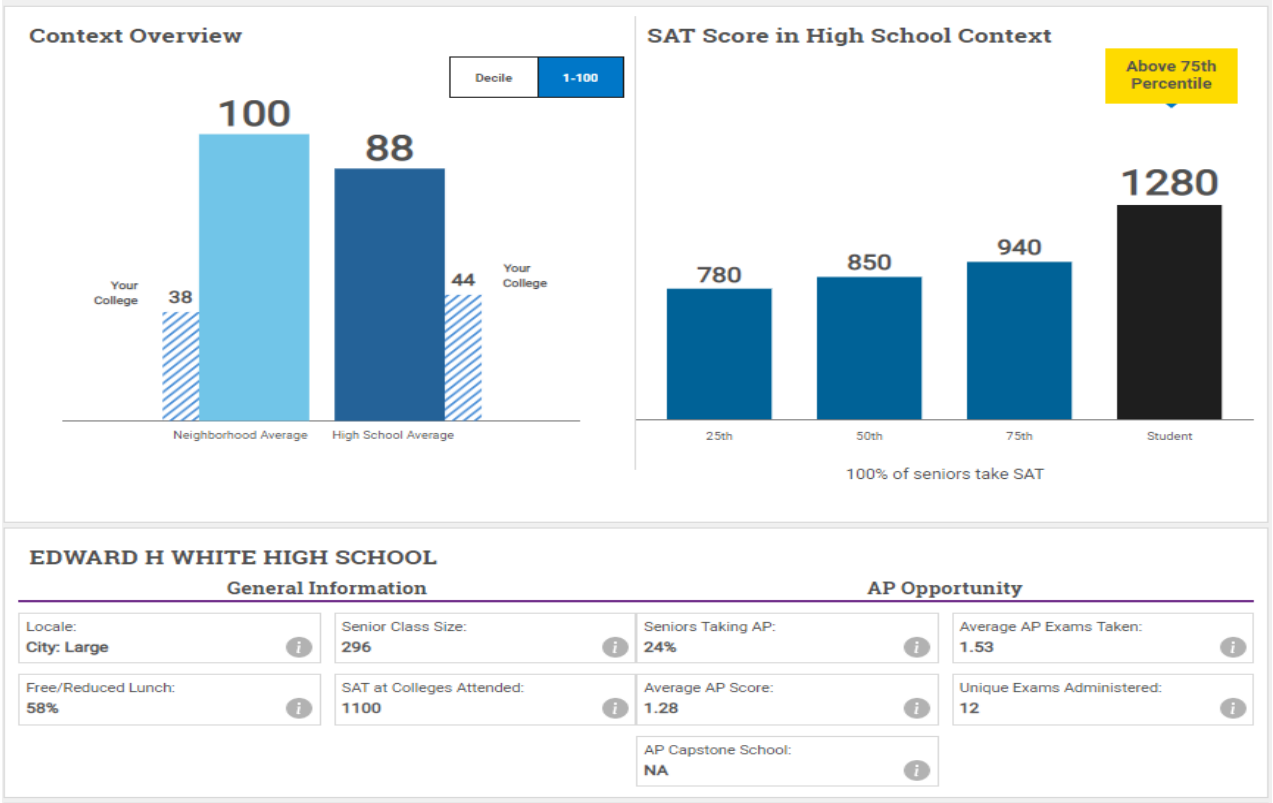


Landscape Data
school profile and neighborhood data



Landscape Tool

- The Landscape tool contextualizes the student's academic accomplishments with where a student lives and learns.
- The Landscape tool is race neutral, but we found that higher disadvantaged level scores were associated with a higher proportion of under-represented minorities.
- Applicants from the same census tract share the same neighborhood data and indicators; applicants from the same high school share the same high school data and indicators.
- The high school data relies upon data from the National Center for Education Statistics (NCES), National Student Clearinghouse, and the Integrated Postsecondary Education Data System (IPEDS). Neighborhood census data is from the American Community Survey (ACS).
- Used the Landscape tool to award academic scholarships benefitting students with excellent academic background but with higher disadvantaged scores.





FALL OR SUMMER ADMIT

FALL

Core GPA: 4.1 – 4.5

SAT: 1290 – 1410

ACT: 29 - 32

SUMMER

Core GPA: 3.9 – 4.4

SAT: 1200 – 1330

ACT: 26 - 30





Current challenges

- **Florida One Initiative** - Executive Order 99-281 issued by Governor Jeb Bush in November 1999 eliminated the use of race or gender in college admissions and governmental contracts.
- **Limited access to take ACT and SAT test scores** – Florida BOG admissions regulation 6.0002 requiring ACT/SAT test score for admission to all 12 public universities in Florida.
- **Limited access to college counseling** - One counselor for every 455 (American School Counselor Association, 2019)
- **Limited access to technology** – 35% of lower income household with school-age children did not have broadband internet connection at home (Pew Research Center, 2015)
- **Impact of COVID-19** – Travel restrictions, limited face-to-face interaction, limited outreach



Current initiatives

- **High School Partners Program** – Created in 2015 to increase access for traditionally underrepresented students
- **SSTRIDE (Science Students Together Reaching Instructional Diversity and Excellence)** – Partnership with College of Medicine to assist underrepresented students interested in Pre-Med and Health Science Programs
- **Community Outreach** – Connecting with Community Based Organizations in Jacksonville to create collaborative recruitment events
- **Non-Traditional Recruitment** – Livestream Q & A's, virtual events



Questions?

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