The University of Maryland ADVANCE Program aims to improve work environments and opportunities for women faculty in ways that improve the university for all. ADVANCE is directed by Professor KerryAnn O'Meara and coordinated by Kristen Corrigan, Projects Manager. ADVANCE reports to the Provost's Office and is located in 1402 Marie Mount Hall. Founded initially through an NSF ADVANCE grant, the program is now supported by the campus, and engages in four activities found to have high impact in supporting faculty and improving work environments: (a) ADVANCE Professors assigned to each college to mentor women faculty and work with Deans to create structures and cultures of support; (b) Strategic Networks (for assistant professors, associate professors, ADVANCE professors, under-represented faculty of color, leadership fellows and professional track faculty); (c) Data collection, analysis and dissemination to increase awareness of equity issues, mentor, and improve work environments (e.g., faculty work environment survey and dashboard); and (d) Crafting policy change as relevant with other offices in areas that specifically affect women faculty.

Project Activities for the 2015-2016 academic year (for more information go to http://www.advance.umd.edu):

ADVANCE Professors

- A senior woman faculty member is assigned to each college to mentor junior faculty, and to work with deans and department chairs to strengthen structures and cultures of support. ADVANCE Professors receive training, meet monthly, and help steer all other ADVANCE activities.
- ADVANCE Professors act as knowledge brokers, providing strategic advice to colleagues on grants and research submissions, workload, work-life policies, developing professional networks and preparing materials for tenure and promotion.
- Please go to our website to see who the ADVANCE Professor is for your college.

Dashboards

Much research on higher education organizations shows that faculty organizational commitment, satisfaction, and sense of fairness are increased by organizational transparency. When faculty have clear information about their salary level relative to others and the average faculty workload in their college, they can use this information to benchmark and contextualize their own performance and experiences. Likewise, such information can be used by administration in making clear and accountable hiring, salary, and workload decisions.

The University of Maryland ADVANCE Program developed a Data Dashboard to make information regarding faculty diversity, time to advancement, salary ranges, and campus service activity more easily accessible to tenured and tenure-track faculty. ADVANCE provides this information with the hope of increasing transparency and assisting individual faculty in assessing their career progress relative to peers.

- Faculty demographics, time to advancement, and salary ranges and updated annually.
- The Service Dashboard – New in 2015, we have added a Campus Service component, which allows faculty to see low average and high service loads for faculty in their college by rank.
- To access, tenure/tenure track faculty may login at: www.advance.umd.edu. Click on “Faculty Login to Dashboard.”

Strategic Networks

- *Keeping Our Faculties (KOF)* - Pre-tenure assistant professor women faculty who come together with a facilitator to share knowledge and skills that will aid them in their career advancement at UMD. Focus on: Tenure dossier and narrative, networking, external funding, teaching and research management, work-
life balance, time management, managing service, strategic communications training and personal branding. Our KOF facilitator this year is Dr. Jennifer Rice, Professor of Education Policy and Associate Dean of Graduate Studies and Faculty Affairs in the College of Education.

- **ADVANCING Together Workshops (AT)** - Associate professor women faculty who come together with a facilitator to share knowledge and skills that will help them advance to full professor. Focus on: Tenure dossier and narrative, networking, ramping up external funding, teaching and research management, work-life balance, time management, managing service obligations, strategic communications training and personal branding. Our AT facilitator is Dr. Ellin Scholnick, Faculty Ombuds Officer and former Associate Provost for Faculty Affairs.

- **ADVANCING Professional Track Faculty (APTF)** - This year-long program for non-tenure track men and women is designed to increase participants’ knowledge regarding policies, enhance agency in career advancement at UMD, and expand participants’ on-campus peer networks and community. Our APTF facilitator this year is Dr. Colleen Worthington, Clinical Professor and Director, Clinical Education in Speech-Language Pathology, Department of Hearing and Speech Sciences.

- **ADVANCING Faculty Diversity (AFD)** – Tenure and non-tenure track Faculty of Color (women and men) come together to share knowledge and skills that will help them advance in their careers. Focus on: tenure dossier and narrative, networking, external funding, strategic communications training and personal branding, with special emphasis on how these issues might affect Faculty of Color in unique ways. Our AFD facilitators this year are Dr. Stephen Thomas, Professor of Health Services Administration in the School of Public Health and Founding Director of the University Center for Health Equity, and KerryAnn O’Meara, Director of ADVANCE and Professor of Higher Education.

**Work-Life Awareness and Policy**

- An FAQ document on existing and newly implemented work-life policies such as parental leave is available to assist in understanding work-life policies.

- ADVANCE works with the Office of Faculty Affairs and Office of Diversity & Inclusion to support policy development that improves work environments.

**The ADVANCE Research and Evaluation** team engages in institutional research and social science research to understand the influence of organizational environments on faculty agency and professional growth, retention, satisfaction and productivity.

**Data Collection, Analysis and Dissemination**

- **The Faculty Work Environment Survey (FWES)** – was designed to measure the degree to which faculty perceive and experience their units, colleges, and the university to be investing in their professional growth and creating an inclusive work environment. The FWES was implemented in spring, 2011, 2013, and 2015. Twelve college reports and a campus-wide report will be published on the ADVANCE website in fall, 2015.

- **Exit Interviews**. The ADVANCE Program conducts exit interviews for tenure track faculty and disseminates aggregate results (see 2015 forthcoming retention report).

- The ADVANCE Program tracks UMD’s progress toward benchmark goals in recruiting, retaining, advancing, and recognizing women faculty and shares these results annually with campus leadership.

ADVANCE is interested in your ideas for supporting the advancement of women and under-represented faculty on campus. Please contact us with your ideas related to these goals at advance@umd.edu