

**“What Counts as Success?
Recognizing and Rewarding Women Faculty’s Differential
Contributions in a Comprehensive Liberals Arts University”**

**NSF ADVANCE: INSTITUTIONAL TRANSFORMATION
SEATTLE UNIVERSITY**

**INTERNAL EVALUATORS ANNUAL REPORT – YEAR THREE
JANUARY 2019 – JUNE 2020**

Internal Evaluator
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Executive Summary:

A Descriptive Foundation of the SU ADVANCE Program

The Seattle University NSF-funded ADVANCE-IT grant has completed year three of the five-year grant period. The overall goal is institutional cultural and structural transformation that more clearly integrates the values-based educational mission of this Jesuit university into our promotion standards, perceived expectations, and leadership formation.

This internal evaluation report focuses on the activities and progress made by the SU ADVANCE program from January 2019 through June 2020. This timeframe includes the NSF 3rd Site visit in October 2019 and follow-up from those meetings. The report reflects the transition from Phase One Aim 1 – Cultural shift through strategic communications to Phase Two Aim 2 procedural change. It follows the progression of activities during this period and documents the Program’s early responses to the appearance of the novel coronavirus and COVID-19 pandemic.

Important Year Three Accomplishments

The Program engaged several stakeholder groups on and off campus to advance one of its two main program deliverables: *a revision of the university’s promotion guidelines*. By late February 2020, the proposed revised guidelines for promotion to full professor were completed and sent to the Academic Assembly (the main faculty governance body at SU) for its review. A full assembly presentation and discussion were delayed due to the emergence of the novel coronavirus, state-wide shut-downs, and SU campus closure. The presentation was eventually delivered via a virtual meeting platform on April 27, 2020 by the SU ADVANCE Task Force Working Group (team members Colette Taylor, Kristi Lee, and Jenny Loertscher). Subsequently, the draft of the proposed revised guidelines for promotion to full professor, along with a feedback Qualtrics survey, was sent out to all 351 TT faculty on May 27, 2020 (via an email announcement from Academic Affairs). The survey remained open for input until June 25, 2020. To date, almost 30% of the faculty have responded. Input was also gathered via a Zoom meeting with the SU associate deans and another session to gather input from deans is planned for mid-June 2020. The aim of the SU ADVANCE team is to spend the summer integrating feedback from faculty.

Social Science research activities continue. At this writing, analysis of data collected from 77 faculty interviews has concluded, and a second round of interviews has been approved by the SU Human Subjects Office. These interviews will be focused on collecting interviews with as many of the original 77 interviewees as possible, to track change through time in faculty experiences (and the potential impact of SU ADVANCE activities) and are scheduled to begin in August 2020. They will take place in-person or remotely, depending on the COVID-19 related circumstances. Two focus groups were held, and 40 CV’s and 20 promotion statements were analyzed, in the second year of the project and this led to the creation of a “faculty service inventory.” These data were widely distributed among key campus stakeholders and are still being used currently, including in the presentation to the Academic Assembly.

SU ADVANCE has also embarked on a new social science research activity, as part of their responsive PAR model, focused on tracking the effects of COVID-19 on faculty. Faculty have been invited (via an email sent out by Academic Affairs in May 2020) to send in written reflections about the effects that the move to online education and the state-wide shut-down have had on their workload and the different kinds of work they are

currently performing for the university. At the time of this writing, 18 faculty have sent in reflections, from all colleges/schools that have TT faculty. The SU ADVANCE Program and Research Coordinator continues to lead the research activities.

The web-based SU ADVANCE reference library, available via the SU ADVANCE website at www.seattleu.edu/advance, has been significantly expanded and is accessed regularly by several other ADVANCE grantee institutions and members of the Association of Jesuit Colleges and Universities (AJCU). Team member, Donna Sylvester, along with the Program and Research Coordinator and the SU ADVANCE interns continue to update the library and the website. Recent research and opinion pieces about the effects of COVID-19 on the academy have been added to the library. Following from recommendations made by the NSF 3rd Year site visit team, the website also now includes a section highlighting the undergraduate internship program.

Following from recommendations made by the NSF 3rd Year site visit team, the Program has revised its ‘Mentoring the Mentors’ program to be more resonant with the social science research data and the institution’s Jesuit character. The *Institute for Faculty Leadership Formation* will support faculty leaders holistically as they advance their careers. Actual programming has been slightly delayed by COVID-19 and campus closures and a number of planned workshops have been pushed back until August 2020. However, a “**Listening Session on Pathways and Challenges of Faculty of Color Toward Promotion to Full Professor**” took place (via Zoom) on June 8, 2020. It was cofacilitated by team member, Angelique Davis (who has considerable experience with the National Center for Faculty Diversity and Development), and Vice President of Diversity and Inclusion, Natasha Martin. It marks the first joint event co-sponsored by ODI and SU ADVANCE.

Additionally, the Program has revised its organizational map (see Appendix 1) and is progressing toward revising the Program logic map to better represent its work. The revised model will more clearly link activities and goals within each of the Program’s phases. A draft of the revised Logic Map can be found in Appendix 2.

Appendix 1: SU ADVANCE Organizational Map

SU ADVANCE Team Organization, December 2019



