Broader Impacts, Institutional Support, and Faculty Retention

NABI Summit 2016
University of Pennsylvania
Philadelphia, PA
Speakers

- **Diane Rover**, University Professor, Electrical and Computer Engineering
- **Megan Heitmann**, Assistant Director, Strengthening the Professoriate at ISU (SP@ISU)
- **Mack Shelley**, Department Chair, Political Science; Professor, Political Science and Statistics
- **Lisa Larson**, Professor, Psychology
- **Susan Renoe**, Director, Broader Impacts Network, University of Missouri
Objectives of the Session

Learn about:

• Goals shared by the broader impacts, engaged scholarship, and career-life balance communities

• Potential relationships between institutional support, BI work, and STEM faculty retention

• Opportunities for institutions and these communities to strengthen efforts to build and retain a diverse STEM faculty
Agenda

• Overview of fall 2015 workshop
• Overview of research project and findings
• Faculty perspectives on BI work
• Addressing faculty needs through institutional support for BI
Motivation for the Fall 2015 Workshop

- Need for holistic envisioning of STEM faculty careers from multiple perspectives
- Understanding factors affecting STEM faculty success
- Enhance full participation and engagement in STEM academic careers by all groups
- Enhance infrastructure to support faculty
- Share and stimulate promising practices
- Develop recommendations for institutional action

www.spisu.iastate.edu/stem-fit/workshop
Workshop Overview

- Date: October 14-15, 2015
- Location: Evanston, Illinois
- Organized by Iowa State University with support from the NSF Career-Life Balance Initiative
- Co-sponsored by the National Alliance for Broader Impacts
- Audience: academic administrators, faculty, and staff who are involved in faculty development, research programs, and institutional policymaking
- Number of participants: 61
Workshop Sessions

• Understanding and Recognizing Broader Impacts Work at Multiple Levels
• Exploring the Barriers and Benefits of Engaged Scholarship for Faculty Retention
• Career-Life Balance: Models and Mechanisms of Institutional Support
• Self Determination Theory, COACHE, and Faculty Outcomes in Higher Education: Institutions and Individuals
• Constructing Frameworks for Faculty Success
• Investing in STEM Academic Careers
  • Joan Frye, Acting Deputy Office Head, OIA, NSF
• Implementing Frameworks at Your Institution
• Refining Institutional Plans
STEM Faculty Framework Themes

• Administrative/Leadership Support
  • Ex: Connection between institutional policies and departmental practices; leadership training

• Department Culture
  • Ex: Sense of belonging in department, institution, etc.

• P&T Support
  • Ex: Effective mentoring; transparency/clarity

• Research Support
  • Ex: Breadth of research work and needs of researchers
STEM Faculty Framework Themes

- Accessible Career-Life Balance Resources
  - Ex: Access to work-life policies
- Recognition
  - Ex: Types of scholarship and impact
- Using Data for Intentional Institutional Change
  - Ex: Department climate; evidence-based approaches to meeting needs
- Respect for the Integration of Professional and Personal Selves
  - Ex: Valuing individual identities, strengths, and interests