

Faculty Affairs Update

December 2nd, 2022

Promotion Factors for Faculty (Teaching)

- ▶ There are new university promotion [factors](#) and [guidelines](#) for Faculty (Teaching)
- ▶ These were based on recommendations from a 2N committee comprised of AAUP and administrative representatives
- ▶ These promotions will start in AY 23-24 with any promotions being effective in August of 2024. The promotion process is very similar to that of T/TT and non-tenure track (e.g., clinical) faculty.
- ▶ Units can develop their own factors if they so desire. If units do not develop factors then the university factors will be used.

NSF ADVANCE GEARS Grant



- ▶ What is NSF ADVANCE?
 - ▶ Goal: to broaden the implementation of evidence-based systemic change strategies that promote equity for STEM faculty in academic workplaces and the academic profession.
 - ▶ WSU has been awarded an Adaptation grant (\$992,495) to support initiatives that modify, implement & evaluate strategies WSU adapts from other ADVANCE campuses to improve gender equity among STEM faculty (2020-2023) (award #2017586)

GEARS Grant Components

- ▶ Wayne Drives - Gather climate and perception data on employee experiences at WSU.
 - ▶ Results have been shared with administrators and faculty
 - ▶ Bystander intervention training will be starting this Winter semester
- ▶ Wayne Accelerates – Engage faculty family advisers to provide peer support to new and current faculty members to navigate the complexities of work/family/life strains at WSU.
 - ▶ These advisers are meeting with many semi-finalist faculty job candidates that visit campus this Fall. Initial feedback is very positive.
- ▶ Wayne Shifts – Use of workload equity tool to promote transparency, clarity, credit, norms, context, and accountability for workload equity.