

# UNC Charlotte ADVANCE at a GLANCE

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The UNC Charlotte ADVANCE Faculty Affairs and Diversity Office, which started life as the UNC Charlotte ADVANCE Office, was originally funded through a National Science Foundation Institutional Transformation Award in 2006.

The overarching goal of the office was to increase the representation and advancement of women faculty, including women of color, in Science, Technology, Engineering and Math disciplines. To achieve this goal, the office developed and administered initiatives focused on building faculty diversity and promoting faculty success through research and programming on recruitment, re-appointment, promotion and tenure practices; policy reform; mentoring; leadership, and career development. At the end of the funding period in 2013, the office was institutionalized, and it is now funded through the Office of Academic Affairs. The institutionalization of the office has allowed us to move forward with our mission to facilitate the recruitment and growth of UNC Charlotte's diverse faculty as they move into their roles as faculty and as leaders. The office was renamed the UNC Charlotte ADVANCE Faculty Affairs and Diversity Office (FADO) to reflect its expanding role at the institution. Vision and Mission Statements were crafted for the new office.

## Vision Statement

The UNC Charlotte ADVANCE FADO ensures an institutional environment that is equitable and supportive of faculty and their professional success.

## Mission Statement

The UNC Charlotte ADVANCE FADO builds faculty diversity and promotes faculty success through research and programming on reappointment, promotion and tenure practices; policy reform; mentoring; leadership and career development.

## UNC Charlotte FADO Programming Initiatives include:

### • New Faculty Mentoring Initiative

New faculty members are matched with senior colleagues who are outside the new faculty members' home units.

### • Mid-Career Mentoring Initiative

The goal is to re-engage associate professors, particularly female STEM faculty in proactive, intentional career planning in a supportive environment.

### • Mid-Career "Charting your Path" Workshops

Associate professors learn about strategies they can use to achieve career advancement, while administrators gain insights into ways they can facilitate mid-career faculty success.

### • New Faculty Orientation

An overview of the University is presented to new faculty, and people and programs to assist in teaching and research are introduced.

### • Please visit us at: [advanceuncc.edu](http://advanceuncc.edu)

### • New Faculty Learning Community

A semester-long professional development program that uses a proactive approach to thoroughly integrate new faculty into the campus community by orienting them to the university culture and providing resources and strategies to help them navigate their first few years on campus.

### • Leadership UNC Charlotte

Chairs and deans nominate members of their departments whom they have identified as future leaders in the institution to attend this series of workshops focused on engaging participants in active discussion of academic leadership topics.

### • New Administrators Orientation and Chair Development Programs

In recognition of the fact that the department chair plays a pivotal role in shaping the faculty's perception of departmental climate and culture, chairs are provided with resources they can utilize to enhance climate in their departments.

### • Faculty Forum for Mid-Career Faculty

The Provost and Deans participate in an interactive forum to provide clarity around the promotion process, and to educate associate professors about strategies to achieve this goal.

### • Faculty Climate Surveys

Results from the climate surveys provide information regarding faculty and staff perceptions of campus climate. ADVANCE FADO programming is informed by the data and modified as necessary.

### • Customized Programming

ADVANCE FADO works with Units and Colleges to develop targeted programming to address any issues that might arise. Examples include facilitated workshops around climate, diversity, collegiality and assistance with climate surveys.

