

GEORGIA TECH ADVANCE PROFESSORS

FOCUS, AIMS, & MEANS OF TEAMWORK,
JOINT ACCOMPLISHMENTS (2015/16),
AND PLANS & DIRECTIONS (2016/17)

Mary Frank Fox - Ivan Allen College
Pinar Keskinocak - College of Engineering
Wing Suet Li - College of Sciences
Dana Randall - College of Computing
Catherine Ross - College of Architecture
Beril Toktay - Scheller College of Business

Institute
Diversity
Retreat

25 May 2016

I. FOCUS, AIMS, & MEANS OF TEAMWORK

- **Focus: Equity, Diversity, Excellence, and Inclusion**

- **Aims: Faculty Advancement**

 - **Mentoring**

 - **Transparency**

 - **Bias Awareness/Culture of Equity**

 - **Accountability/Data Collection**

- **Means of Teamwork:**

**ADVANCE Professors at Institutional-level with Institute Diversity –
in Partnership with Deans within Each College.**

II. JOINT ACCOMPLISHMENTS (2015/16)

■ A. MENTORING

- 1. Adaptive Leadership Workshops for Faculty: Piloted in 2016.
- 2. Interactive Workshop on “Being Media Savvy About Your Research” with experts from Institute Communications (May 2016)
- 3. Joint ADVANCE Lunch: Communication and Networking (May 2016)

■ B. TRANSPARENCY

- Support of President Peterson’s Listening Session: Means for Open Exchange toward Recommendations for Gender Equity (November 2015).

II. JOINT ACCOMPLISHMENTS (2015/16)

■ C. BIAS AWARENESS AND CULTURE OF EQUITY

- 1. Bias Awareness Workshops Led by Julie Ancis, Associate Vice President for Institute Diversity: Support toward Faculty Advisory Committee; the inaugural version; and an evaluative instrument (2015/16).
- 2. Dialogue on Bullying, Incivility, and Lack of Collegiality, co-sponsored with Institute Diversity (April 2016).
- 3. Equity, Diversity, and Inclusion, broadly: SPAG Proposal submitted by group including two ADVANCE Professors (Spring 2016).

II. JOINT ACCOMPLISHMENTS (2015/16)

■ D. ACCOUNTABILITY/DATA COLLECTION

- 1. Collection of Data in Deans' Reports – and Presentation to Provost Bras and Deans of Trends, Progress, and Recommendations (October 2015).
- 2. Meetings with Associate Deans toward Template for Deans' Reports (Fall 2015 and Spring 2016).
- 3. Development and Refinement of Template (Spring 2016).

III. PLANS & DIRECTIONS (2016/17)

- **1. Deans' Meeting – scheduled for September 2016.**
- **2. Adaptive Leadership Workshops – scale-up with funding of ADVANCE Professors.**
- **3. Continuing Development of ADVANCE and EDEI Websites.**
- **4. Dialogue on Bullying with Institute Diversity – Sequel.**

**ADVOCATE for Gender Equity
ADVISE Campus Leadership
EDUCATE the Campus Community
EMPOWER Georgia Tech Women**