



<p>746 ATHENA EVENT ATTENDANCE YEAR 4</p> <p>1 2 3 4</p>	<p>1,290 PROJECTED EVENT ATTENDANCE YEAR 5</p> <p>5</p>
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ATHENA ADVANCES NEWS

A MESSAGE FROM THE PROVOST



Dear UofL Faculty and Colleagues,

The ATHENA ADVANCE project is well aligned with our goal to improve the university as a positive and empowering workplace for all faculty, irrespective of gender and ethnicity. Our administration has consistently supported ATHENA and aims to implement its successful strategies. I urge all faculty and search committee chairs to attend STRIDE training workshops and to utilize its resources in faculty searches.

As ATHENA's most impactful interventions are finalized, we'll ensure their successful adoption. I hope you find valuable resources in this newsletter and appreciate your vital contributions to our institution's academic mission.

Gerry Bradley
Interim University Provost

UPCOMING EVENTS

NEWSLETTER HIGHLIGHT
FACULTY MENTORING LUNCHEON
APRIL 12, 2024



STRIDE WORKSHOPS
SPRING 2024

- 2 THURSDAYS,**
FEB 15 & FEB 22, 1PM-2:30PM
- 2-TUESDAYS,**
MARCH 19 & 26, 3PM-4:30PM

ATHENA'S INTERVENTIONS

Faculty Mentoring Program

- Near-peer Mentoring Circles
- Team-Based Mentoring
- Women's Online Forum
- Networked Mentoring Workshops
 - Successful Grant Funding
 - Promotion to Full Professor
 - Negotiating for What You Want
 - Building Your Network for Success

ATHENA STRIDE

(Strategies and Tactics for Recruiting to Increase Diversity and Excellence)

- STRIDE Handbook
- Top 10 Checklist
- 4 Workshops/Year
- Equity Process Advocate Training

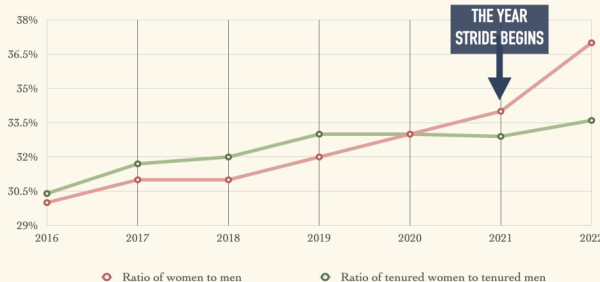
Education & Awareness

Implicit Bias & Bystander Intervention
(Interactive Theater)

DATA Capture

DATA Collection & Monitoring
Faculty GOACHE Survey
Faculty Dashboard

UofL STEM Tenure Track Faculty Over Time



981

TOTAL EMPLOYEES SERVED

YEAR 1 -4



INSIDE THIS ISSUE

- Message from the Provost 1
- Faculty Mentoring Program . 2
- Team Based Mentoring Pilot 2
- Education & Awareness..... 3
- STRIDE Program 3
- Equity Process Advocates..... 3
- Faculty Data Capture..... 3
- Upcoming Events 4

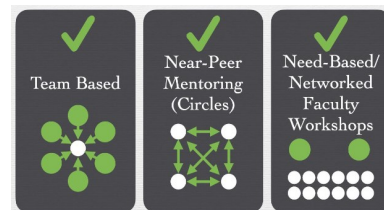
POINTS OF INTEREST

- **Join a** Near-Peer Mentoring and Coaching Circle
- **Apply to serve** as a STRIDE Equity Process Advocate
- **Apply to Be a Mentor** for Team-Based Mentoring Program
- **Register for** Upcoming STRIDE Workshops for Search Committees

FACULTY MENTORING PROGRAM

ATHENA's Faculty Mentoring Program provides opportunities for faculty to connect and receive training on strategies for advancement and success, and to collaborate on problem solving. ATHENA's near-peer Mentoring Circles, inspired by Ellen Daniell's book "Every Other Thursday", empower their members to

support and coach one another in a proven and structured problem solving and accountability framework. ATHENA is starting new circles for faculty of all ranks and genders, including STEM and non-STEM. Team-Based mentoring, the final component of ATHENA's hybrid mentoring program, is now being piloted for new STEM faculty. ATHENA's circles complement its networked faculty mentoring workshops, including "Promotion to Full Professor", "Negotiating What You Want" and "Building Your Network For Success". ATHENA also co-sponsored a Grant Writing workshop in spring in collaboration with the Speed School Office of Research and the EVPRI and hosted a breakout session on Grant Funding Success.



Near-Peer Mentoring Circle Process

Affirmations

Share positive news, feelings, or (positive) contract updates, etc

Strokes (Praise)

- Each participant will share a brief stroke (praise) with other members of the group
- The answer is "Thank you"

Group "Work"

- Member clears the air (+ contract updates if not done at start)
- Member states Feedback Desired from group
- Member states own Issue or Topic
- Group engages in Q&A & Feedback
- Member states Contract ("I will" ... + Timeline...)

TEAM-BASED MENTORING PILOT

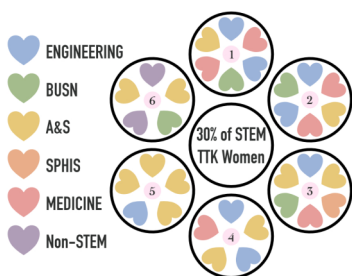
ATHENA's team-based mentoring for new STEM faculty is an evidence-based program to support new faculty with dedicated and trained Mentoring Teams. The program provides a mentoring toolkit of mentoring best practices, along with optional training for mentors and mentees. ATHENA will host a Team-Based Mentoring Kickoff Luncheon on Apr. 12 at the University Club! [Register here](#) to become a mentor for this program and attend the event. Circle members and those interested in joining circles can [register here](#).

"This is a great project. I think there are tremendous benefits to female faculty but also to anybody who wants support from an institutional standpoint." - Speed School of Engineering Chair

Benefits of Participation

1	Delivers customized support at most critical career stage for retention (Most faculty attrition occurs before year 3 for women, year 6 for men)
2	Improves new faculty interdepartmental relationships, publication and funding success, and confidence as an independent scholar
3	Uses proven best practice of addressing each mentee's specific needs
4	Removes unrealistic expectation from mentors
5	Easy to expand to all faculty at all career stages

ATHENA MENTORING CIRCLES



★★★★★
* 83% Excellent / 17% Good

ATHENA has 6 near-peer Mentoring Circles, a highly effective program that brings 5-6 faculty together from diverse schools for bi-weekly problem solving sessions aimed at helping faculty meet ongoing challenges in a safe, supportive setting. ATHENA is calling for applications from

faculty of all genders and ranks at this time. In addition to Assistant professors, Full and Associate professors are especially encouraged to apply for circles starting in spring. [Register here](#).

NETWORKED MENTORING LUNCHEON



Mentoring Luncheon Attendees

Forty percent of UofL's STEM tenure track women faculty attended ATHENA's networked mentoring luncheon at the University Club last spring, to network and learn about and share best practices from ATHENA's near-peer mentoring circles.

On April 12, 2024, ATHENA will host its second mentoring luncheon to kick off the final phase of its hybrid mentoring program—team based mentoring, which is being piloted for new STEM faculty this year.



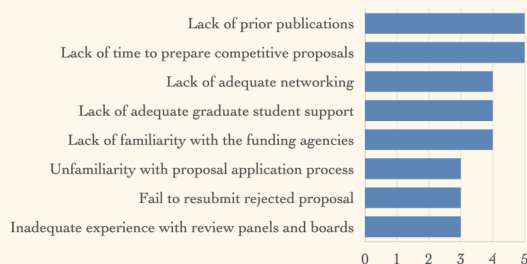
GRANT FUNDING & WRITING WORKSHOP

ATHENA co-sponsored an event on grant writing with the Speed School and EVPRI, and hosted an additional networking workshop to share successful grant funding tips targeted particularly towards STEM women and junior faculty. The workshop addressed factors that interfere with grant funding success, as reported by UofL faculty in a pre-event survey. Participants worked in facilitated breakout groups to brainstorm better ways to overcome the most pressing funding challenges facing each participant.

Topics Addressed in the Grant Funding Tips Workshop

- * Successful resubmission strategies for previously denied applications
- * Best practice strategies before submitting proposals
- * Best practices for balancing teaching, service and writing workload
- * How to get involved and participate in research collaborations
- * Strategies and support for networking with potential reviewers and program officers

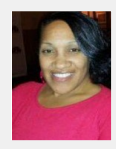
Reasons for Lack of Grant Funding Success From Faculty Survey



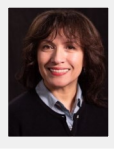
STRIDE: STRATEGIES & TACTICS FOR RECRUITING TO IMPROVE DIVERSITY & EXCELLENCE

UoL has joined leading ADVANCE institutions and national labs to improve its efforts to attract and hire the best faculty candidates by institutionalizing ATHENA STRIDE's evidence-based processes and best practices for search and recruitment committees. These strategies and tactics are captured in the [STRIDE Handbook](#) and summarized in the [Top 10 Checklist](#).

STRIDE TRAINING TEAM



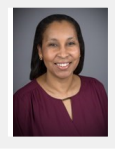
Marian R. Vasser
Asst. Vice President for Inclusive Excellence and Belonging
Office of Diversity Education and Inclusive Excellence



Olfa Nasraoui
Principal Investigator for ATHENA
Professor & Endowed Chair of E-Commerce, Computer Science Engr.



Ryan Simpson
Program Director - Office of Diversity and Inclusion



V. Faye Jones Assoc.
Vice President for Health Affairs / Diversity / Professor of Pediatrics

"I want all my faculty to take STRIDE Training!"
- STEM Department Chair



MANDATORY TRAINING FOR SEARCH COMMITTEES:

- HR Search Committee Training (mandatory for all):**
- Complete the annual online HR Search Committee Training on HR's website.
 - Receive digital confirmation upon completion.
 - Gain essential skills for designing and conducting a legal, effective search.

- ATHENA STRIDE (mandatory for some, encouraged for all):**
- Complementing the STRIDE Handbook, ATHENA STRIDE offers best practices for promoting diversity, equity, and inclusion throughout the faculty search process.
 - Faculty search committee chairs and dean search committee members must complete STRIDE training along with HR Search Training.
 - Other committee members are strongly encouraged to attend STRIDE.
 - Check with unit contacts for additional college or department requirements.

Equity Process Advocate (EPA) Support:
Committees are encouraged to request an EPA from ATHENA [here](#).
The EPA participates in three key meetings:

Stage 1:	Early meeting to review draft ad, posting plan, evaluation rubric, and provide equitable process guidelines and tools. (follow Top 10 Best Practices Checklist)
Stage 2:	Mid-stage meeting after initial pool filling.
Stage 3:	Final debrief with data on aggregate demographic composition, as in STRIDE Handbook Sec. VII.

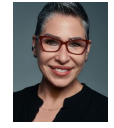
Thanks to ATHENA's EPAs for Their Recent Service!



Bob Cohn



Fannie Cox



Anne Marie Zweg Villegas



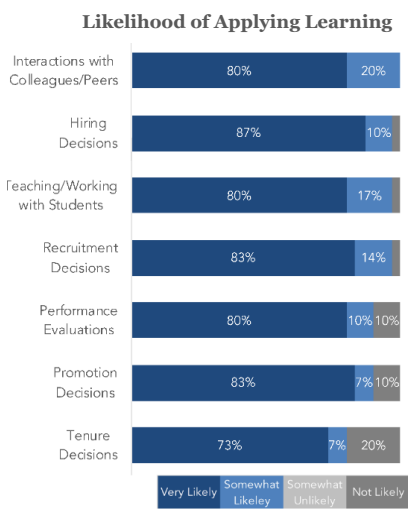
Beatrice Ugiliweneza

EDUCATION AND AWARENESS

ATHENA has offered a variety of educational opportunities starting with the ATHENA Keynote Series and ranging from interactive theater and talks, to film screening and panels.

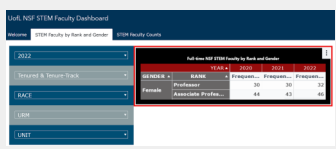
INTERACTIVE THEATER

Deciding whether and how to respond to bias is complicated. Understanding what motivates us to speak up, the challenges we face when doing so, and strategies for effective responding can help bystanders of bias better evaluate their options and select effective strategies. This workshop taught participants key strategies for speaking up that invite reflection and dialogue to improve organizational culture and reduce identity harassment.

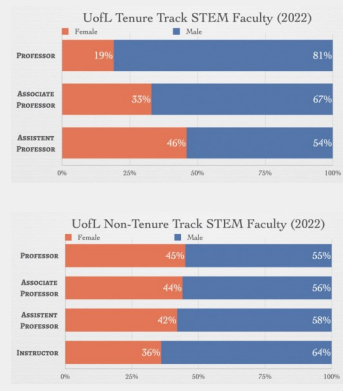


FACULTY DATA CAPTURE

ATHENA's NSF STEM Faculty Dashboard is an interactive interface that can be used to explore faculty data trends over the years. Thank you to Bob Goldstein's team, especially Katie Bixby, at OAPA, for helping improve ATHENA's data dashboard. View online [here](#).



ATHENA's STEM Faculty Dashboard



Sponsored by ATHENA, the [COACHE](#) Harvard Graduate School of Education Faculty Satisfaction Survey was deployed twice in the spring of 2020 and 2023. The first cycle results, which compare UoL with peer institutions, were shared with the broad community including the senate, CODRE, the units, and in a townhall workshop. Survey Cycle 2 results will be shared by Faculty Affairs in the future.

ATHENA KEYNOTE SERIES

Click on a speaker's name to view their presentation.

[Dr. Joan T. Schmelz](#), Director, NASA Postdoctoral Program

[Dr. Sarah M. Ovink](#), Associate Professor of Sociology at Virginia

ATHENA NETWORKING FORUM

ATHENA's online networking forum for women faculty members provides access to a variety of resources, workshop/seminar opportunities, ATHENA event programming, and more. To join, please email athena@louisville.edu.

**WE ARE AN NCFDD
INSTITUTIONAL
MEMBER!**



NCFDD Core Curriculum is based on empirically-tested resources that are best practices for every faculty member. These foundational skills are critical to academic success and transcend discipline, rank, race, and gender, which means that their resources can benefit a large number of faculty, postdocs, and graduate students.

REGISTER HERE FOR UPCOMING ATHENA EVENTS

Faculty Mentoring Program Luncheon—April 12, 2024 at University Club

[Register Here to Attend](#) April 12, 11:00am—1:00pm

Equity Process Advocate Volunteers for Search Committees

[Register to serve as an EPA](#)

[Register a Faculty Search and to Request an EPA](#)

STRIDE Training (Virtual)

[Tuesday 2-Part Workshop](#) March 19 & March 26, 3:00pm-4:30pm

[Thursday 2-Part Workshop](#) February 15 & February 22, 1:00pm-2:30pm

JOIN US! SEEKING MENTORS & EQUITY PROCESS ADVOCATES

ATHENA is seeking Equity Process Advocates (EPAs) to support our STRIDE search committees. To apply for this role, please complete the intake form [here](#) or email us. To join our **STEM Faculty Mentoring Team** and participate in our team-based mentoring pilot this spring, please complete an application [here](#) or email us.

Additional **Mentoring Circles** for faculty members are starting up for STEM women and men and tenure-track non-STEM women. To participate, or to receive more information, please register [here](#).

For more information on ATHENA or to apply to any of our activities or programs, please visit our website at [Louisville.edu/advance](https://louisville.edu/advance) or email athena@louisville.edu.

UNIVERSITY OF LOUISVILLE

ATHENA

Advancement through Healthy Empowerment,
Networking, and Awareness

WEBSITE

<https://louisville.edu/advance>

EMAIL

athena@louisville.edu

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