



THE UNIVERSITY OF ARIZONA

Office for Diversity
& Inclusive Excellence

Diverse Faculty Career Discussions Spring 2019

The Office for Diversity and Inclusive Excellence (ODIEX) invite faculty to participate in the **Diverse Faculty Career Discussions**. Although these discussions are designed to address common challenges faced by particular groups, including faculty of color and other underrepresented faculty, we welcome faculty from any background to attend. These discussions offer an opportunity to network with faculty from across campus, and to learn and share strategies for career success and advancement.

The Gendered Divide in Service

Thu, January 31, 1:00-2:00 p.m., ENR2 Room S215. [RSVP Required](#).

Sponsored by the Commission on the Status of Women Faculty Affairs Workgroup. Research shows that women and faculty of color are disproportionately asked to perform service. Andrea Romero, Vice Provost for Faculty Affairs, will offer advice to help faculty determine which kinds of service are most valued or important as they seek tenure and promotion, how to characterize service opportunities as in line with research and teaching goals, and when and how to say “no” to service opportunities. While this workshop will be informed by the research on disparities in service loads, all faculty interested in learning more about service are welcome to attend.

Sharing COACHE Data: Now What?

Wed, Feb 20, 2:30-4:00 p.m., SUMC Kachina Lounge. [RSVP Required](#).

Co-facilitated by Laura Hunter, Associate Diversity Officer

Underrepresented minority (URM) faculty had notably lower assessments of department climate, engagement, and quality, including related items such as fit, collegiality, and shared commitment to diversity. URM faculty also had more negative assessments of departmental mentoring, retention efforts, and diversity efforts. See the full COACHE results at <https://uair.arizona.edu/coache>. In this discussion, a short overview of the findings will be provided, followed by ample time for participants to offer feedback on priorities, interventions, and changes informed by the results.

How do you know when you're ready to go up for full?

Mon, March 25, 12-1:00 p.m., SUMC Sabino Room. [RSVP Required](#).

Guidelines for promotion to full are sometimes more vague than tenure guidelines, leaving some faculty unsure about when they should go up for promotion to full professor. Furthermore, according to the latest federal data, about 80 percent of tenured full professors at four-year institutions are white, and almost three-quarters are male. How can we improve diversity among full professors at the University of Arizona? This workshop, facilitated by diverse full faculty, will assist associate professors and other interested faculty answer the question, when is it the right time to go up for full?

Summer Boost Your Research Productivity Workshop

Tues, April 23, 8:30-10 a.m., SUMC Sabino Room. [RSVP Required](#).

Have you come up with a plan for what you would like to get done this summer? Frequently, faculty have grand plans, only to see them slip away, and by the end of the summer they haven't accomplished what they want. This workshop will focus on tips and strategies for boosting your summer research productivity. It will help you to come up with SMART goals that aim to increase your productivity as well as maintain life/work balance. You will also learn about what you can gain from the National Center for Faculty Development and Diversity to which the UA has an institutional membership. By the end of the workshop, you'll come up with your own strategic plan for the summer!

The Diverse Faculty Career Discussions are facilitated by Celeste González de Bustamante, Assistant Director of Faculty Initiatives in ODIEX and Associate Professor in the School of Journalism and Center for Latin American Studies.

For all questions, questions about access, or to request any disability-related accommodations, please contact Laura Hunter at lahunter@arizona.edu. To RSVP: <https://diversity.arizona.edu/diverse-faculty-career-discussions>.