GOAL 1: Transforming the Culture And Improving the Campus Climate

- Raise Awareness and Reduce Bias
  Help faculty and staff understand the causes and impact of biases in the workplace.

- TIGER Allies
  Annually recruit and train a cohort of 40 faculty men to recognize micro- and macro-level biases and to intervene when they occur. Expand cohorts to include women faculty in year two.

GOAL 2: Increase the Representation of Women In STEM Disciplines

- Pathfinder Program
  Bolster the recruitment of women and minority faculty while in the final 2 years of their doctoral/postdoctoral studies to T/TT positions. Include a diversity advocate on search committees, and continually assess interview experiences for accepted and declined offers.

- Pathway Program
  Expand Clemson's cluster hiring by developing a 2-year Provost’s Research Fellows Program, to be filled by women/minority women.

- Retention Through Relationship Building
  Implement extensive retention efforts that examine tenure-track women faculty’s work/life balance, and establish a university-wide “NetWorkshop” of women faculty for support in the development and advancement of women faculty.

GOAL 3: Ensure Equitable Workload Distribution

- TIGERS Time
  Develop processes that increase women faculty’s awareness of their actual time expenditures and constraints, while also helping them track their time allocations.

- Towards Equitable Workloads
  Provide Department Chairs with implicit bias awareness and reduction workshops that include strategies to mitigate biases in workload allocation and in performance reviews.

- Establish a pipeline mechanism for improving representation of women in institutional leadership roles, and develop leaders committed to improving the status of women scholars.

- Trailblazers
  Provide cohort-based leadership training to each academic department, focusing on the unique challenges of STEM disciplines.

- Working Groups For Policy Changes
  Convene faculty groups in each college to identify important issues/potential roadblocks to promoting gender equity, and identify best practices.

- External Networking
  Support career development for women STEM faculty by inviting nationally recognized scholars to Clemson (-campus talks, guest lecture a class, networking, etc.).

GOAL 4: Enhance Faculty Mentoring and Leadership Development

- External Evaluator
  Mariko Chang, Ph.D.
  Mariko Chang Consulting

GOAL 5: Implement Family-Friendly Policies

- Modified Duty Family Support
  Continue to work with the Faculty Senate to establish a Modified Duty Family Support Policy. The intent is to enable faculty members to remain active and productive full-time members of the University during critical life transitions.

- Dual-Career Family Hiring
  Aligned with Goal 2’s Relationship Building and Goal 4’s Policy Changes, the ADVANCE Team will identify and develop dual-career hiring policies through working groups of stakeholders.