

# Tigers ADVANCE Implementation Strategy 2017-2018

## GOAL 1:

**Transforming the Culture  
And Improving the  
Campus Climate**

### GOAL 1: Key Activities

**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**

### GOAL 2: Key Activities

**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**

### GOAL 3: Key Activities

**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.

## GOAL 4:

**Enhance Faculty  
Mentoring and  
Leadership Development**

### GOAL 4: Key Activities

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 5:

**Implement Family-  
Friendly Policies**

### GOAL 5: Key Activities

**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.

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