

VICE PROVOST FOR FACULTY AFFAIRS AND DIVERSITY

ANNUAL REPORT 2021–22



THE VICE PROVOST FOR FACULTY AFFAIRS AND DIVERSITY

I am pleased to share this annual report from my first year as vice provost for faculty affairs and diversity. During the 2021–22 academic year, our VPFAD team led several important initiatives to support faculty professional development. Much of our team’s work was shaped by the COVID-19 pandemic and how it continued to impact Danforth Campus faculty, both professionally and personally. We began in Fall 2021 with the Return and Reset initiative to support faculty as the university returned to fully in-person classes. We also offered virtual programming to support and build community among women faculty. With support from the Office of the Chancellor, the Office of the Provost created the COVID-19 Faculty Support Program in Spring 2022. This program was developed in consultation with the Danforth Campus deans and in response to a faculty survey conducted in Fall 2021 that assessed the impact of the pandemic on Danforth faculty research productivity. During Spring 2022, this impactful program awarded course releases, as well as research and publishing grants, to 31 assistant and associate professors.

I hope you will enjoy reading about the ways our team supported Danforth Campus faculty during this critical time.

Kia Caldwell
Vice Provost for Faculty Affairs and Diversity

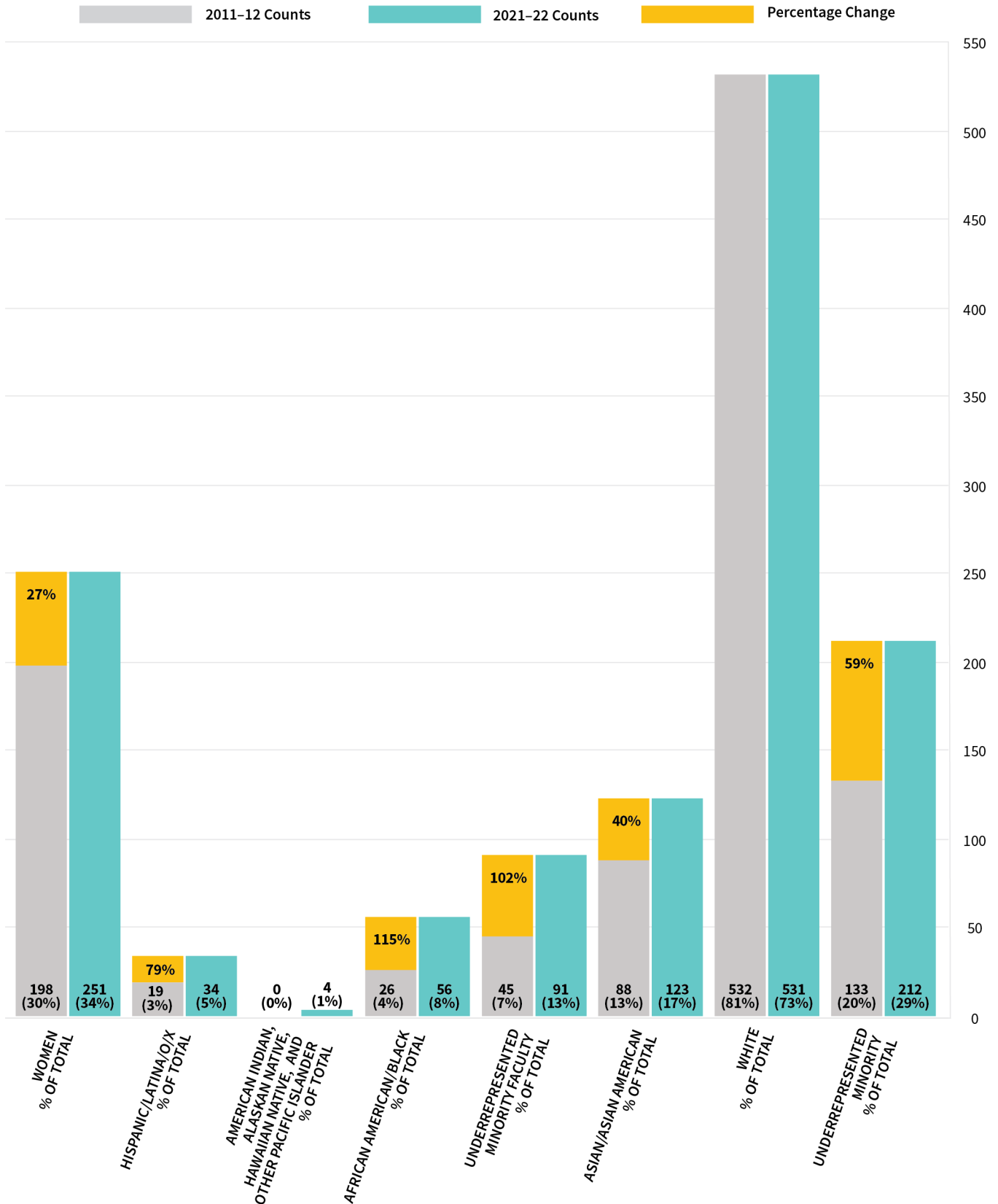
Contents

- 3 Faculty counts change from 2011–12 to 2021–22
- 4 Faculty counts change from 2011–12 to 2021–22
- 5 Progress in our faculty composition and new hire trends
- 6 NCFDD and hiring committee chairs workshop
- 7 Return and reset
- 8 COVID-19 danforth campus faculty support initiative
- 10 Gender equity
- 12 The distinguished visiting scholars program
- 14 Our team



FACULTY COUNTS CHANGE FROM 2011-12 TO 2021-22

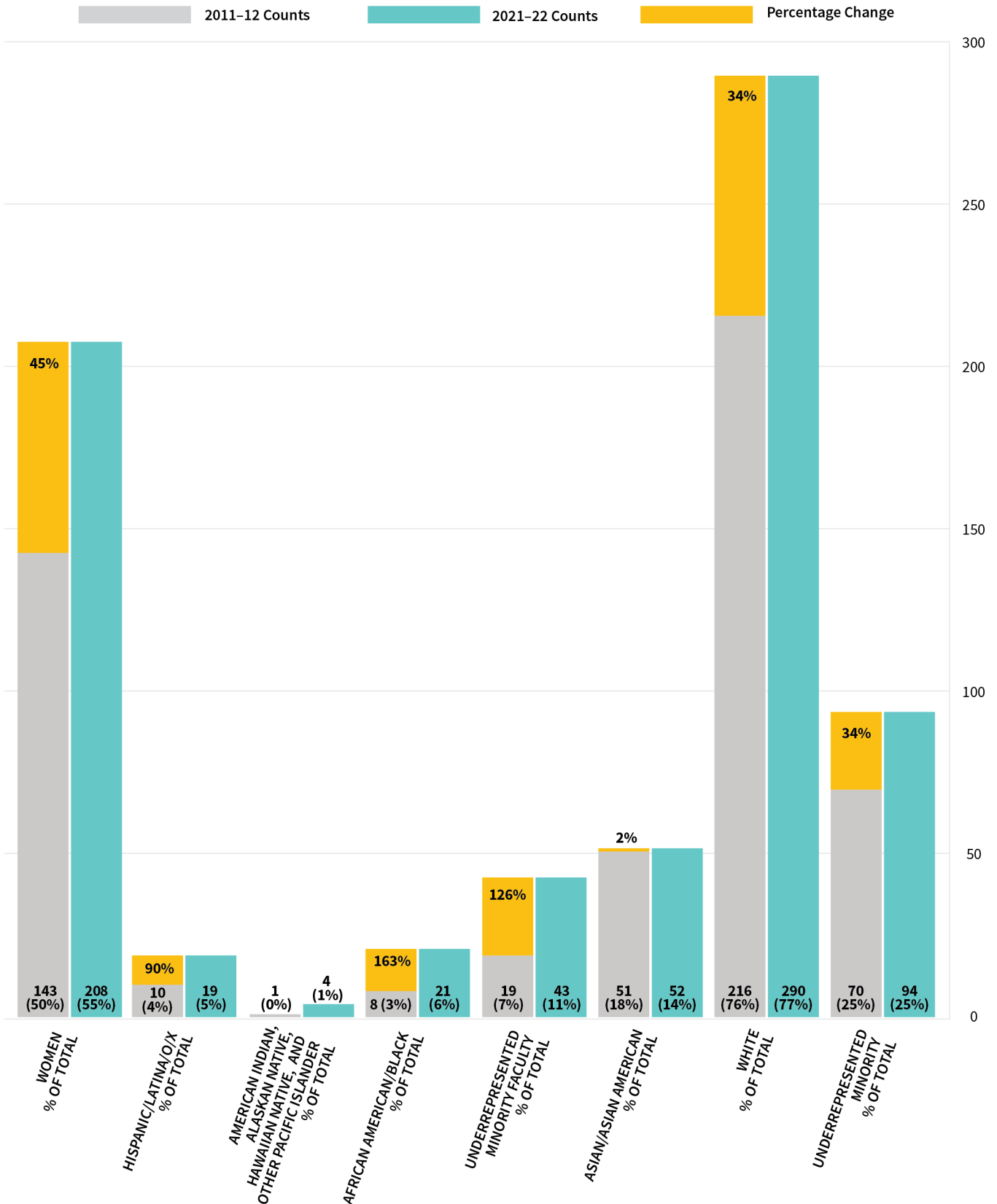
Danforth Campus Tenured and Tenure-Track (TTT) Faculty



Total faculty was 659 in 2011-12 and 728 in 2021-22. Headcounts of faculty. Data are from the November 1 census each year. Faculty with joint appointments are counted once in the school of their primary appointment. Postdocs are excluded. Underrepresented (URM) faculty include African American/Black, Hispanic, American Indian, Alaskan or Hawaiian native, and other Pacific Islander.

FACULTY COUNTS CHANGE FROM 2011–12 TO 2021–22

Danforth Teaching, Research, and Practice (TRP) Faculty



Total faculty was 284 in 2011–12 and 379 in 2021–22. Headcounts of faculty. Data are from the November 1 census each year. Faculty with joint appointments are counted once in the school of their primary appointment. Postdocs are excluded. Underrepresented (URM) faculty include African American/Black, Hispanic, American Indian, Alaskan or Hawaiian native, and other Pacific Islander.

PROGRESS IN OUR FACULTY COMPOSITION AND NEW HIRE TRENDS

Danforth Campus

27%

Overall increase in female TTT faculty from 2011-12 to 2021-22

45%

Overall increase in female full-time TRP from 2011-12 to 2021-22

115%

Overall increase in African American/Black TTT faculty from 2010-11 to 2021-22

163%

Overall increase in African American/Black full-time TRP from 2011-12 to 2021-22

79%

Overall increase in Hispanic TTT faculty from 2011-12 to 2021-22

90%

Overall increase in Hispanic full-time TRP from 2011-12 to 2021-22

102%

Overall increase in URM TTT faculty from 2011-12 to 2021-22

126%

Overall increase in URM full-time TRP from 2011-12 to 2021-22

34%

2021-22 TTT faculty who were born overseas (from 53 countries)

29%

2021-22 Full-time TRP faculty who were born overseas (from 40 countries)

NCFDD AND HIRING COMMITTEE CHAIRS WORKSHOP

On July 1, 2020, Washington University became an institutional member of the [National Center for Faculty Development and Diversity \(NCFDD\)](#), an independent organization that is nationally recognized for its provision of online research productivity, academic mentoring, and career development resources. Through our institutional membership, all Washington University faculty, staff, graduate students, postdocs, and trainees can enroll in a free individual membership, helping them thrive in academia. The NCFDD focuses on four key areas (strategic planning, explosive productivity, work-life balance, and healthy relationships) to help achieve extraordinary writing and research productivity while maintaining a full and healthy life off campus.

The [Washington University institutional membership](#) grants access to the NCFDD full suite of online support resources. Faculty are able to construct their own multiweek courses to meet personal and professional development goals. To complete a written project or simply hone their writing skills, faculty can take advantage of “14-Day Writing Challenges” that include accountability, coaching, and access to NCFDD’s WriteNow software. Also, monthly “Core Curriculum” webinars offer faculty skills to help them thrive in their professional lives and achieve greater work-life integration.

To quickly and simply enroll in their free institutional membership, Washington University faculty can visit facultydiversity.org/join, select Washington University, activate their membership using their WUSTL email address, and complete the registration via email confirmation.



825 new individual accounts were created

Within the first two years (7/1/20–6/30/22), 825 new individual accounts were created under the WashU institutional membership, and a 28% increase (+179) of new memberships was generated from the first to the second year of membership.



Search Workshop for Hiring Committee Chairs

In the Fall of 2021, Vice Provost Kia Caldwell, Faculty Fellow Rebecca Wanzo, and Fellow Aurora Kamimura led the Search Workshop for Hiring Committee Chairs. These workshops reinforce hiring best practices and describe the resources available to support the academic units’ hiring efforts.



RETURN AND RESET

The Office of the Provost's Faculty Affairs and Diversity Team planned programming and compiled resources to help WashU faculty Return and Reset as we found and developed our new normal. Our personal and professional lives had changed in profound ways during the pandemic, and many faculty were still navigating challenges and transitions. The Return and Reset initiative included virtual programming during Fall 2021 in order to support faculty during the transition back to campus.



2021

September 30

“Silver Lining From Pandemic Teaching”

Eric Fournier, Director of Educational Development, The Center for Teaching and Learning

October 14

“Wellness and Self-Care: Using Mindfulness to Find Your Center and Getting Grounded During Uncertain Times”

Diana Parra-Perez, Research Assistant Professor, the Brown School; yoga and mindfulness teacher and a mindfulness facilitator for the Academy for Diversity, Equity, and Inclusion

November 2

“Mindset and Resilience in the Midst of Trauma”

Tim Bono, Assistant Dean, Office of the Vice Chancellor for Student Affairs; Lecturer in Psychological & Brain Sciences, Arts & Sciences

November 18

“Resiliency Strategies During Transition”

Emily Page, Senior Manager, Employee Wellness, Office of Human Resources

November 30

“Finding New Rhythms: Returning to Campus, Resetting, and Writing”

Watch Party: Overcoming by Understanding Academic Writer's Block hosted by The National Center for Faculty Development and Diversity (NCFDD)

Discussion led by Aurora Kamimura, Fellow in the Office of the Provost and Lecturer in the Department of Education

COVID-19 DANFORTH CAMPUS FACULTY SUPPORT INITIATIVE

The Office of the Provost launched a new initiative to support scholarship by Danforth Campus tenure-track and tenured faculty through the associate professor level in response to the pandemic.

Course Releases

To help mitigate the loss of research productivity and lack of access to research sites and sources, the Office of the Provost offered faculty the opportunity to apply for competitive course releases. The possibility of receiving a course release was offered to all untenured assistant professors. In limited cases, tenured associate professors whose path to promotion was disrupted by the pandemic were also eligible.

Research, Creative Activity, and Publication Grants

To support faculty research, creative activity, and publishing, the Office of the Provost offered research and publication grants ranging from \$6,000 to \$50,000. Applications were accepted in Spring 2022 and the first round of funding support was awarded to 31 faculty in June 2022 and continued to be awarded in the 2022–23 academic year. These grants supported the gamut of research necessities, including travel, equipment, materials, graduate student assistance, staffing, indexing, editing, translation, and publishing subventions.

Funding to Participate in NCFDD Faculty Success Program

In addition, this comprehensive initiative included a limited number of tuition sponsorships to the National Center for Faculty Development and Diversity (NCFDD) [Faculty Success Program](#).



GENDER EQUITY

The vice provost for faculty affairs and diversity and the team of gender equity faculty fellows deepened their efforts by building on the immediate and long-term goals for faculty gender equity on the Danforth Campus, including:

- Ensuring gender equity in professional advancement and development
- Improving the culture and climate for women faculty and identifying ways to interrupt bias
- Securing transparency and better communications, policies, resources, and opportunities
- Engaging the campus in issues of gender equity in higher education more broadly
- Community building among faculty identifying as women



Gender Equity Month

In March 2022, the Office of the Provost planned a series of events with the purpose of highlighting and discussing gender equity issues. Some of these events are highlighted below.

March 2, 2022

Gender Equity Month Keynote Presentation: “Creating Equitable Universities: Recognizing Faculty Workload”

Keynote Speaker:

Joya Misra,
Professor of Sociology and Public Policy and Director of the Institute for Social Science Research at the University of Massachusetts



March 9, 2022

Panel on Caregiving and Family-Friendly Policies

Panelists:

Legail Chandler,
Vice Chancellor for Human Resources

Lisa Eberle-Mayse,
Child and Family Care Facilitator
Stephanie Kirk,
Gender Equity Faculty Fellow, Office of the Provost; Professor, Department of Romance Languages and Literatures

Moderator:

Kia Caldwell,
Vice Provost for Faculty Affairs and Diversity

March 30, 2022

Panel on Washington University Faculty Gender Pay Equity

Panelists:

Hillary Anger Efenbein,
President of the Association for Women Faculty; John Wallace, Jr. & Ellen Wallace Distinguished Professor, Olin Business School

Patricia Penkoske,
President of the Academic Women Network; Instructor in Anesthesiology, Washington University School of Medicine

Moderator:

Kia Caldwell,
Vice Provost for Faculty Affairs and Diversity

Faculty Service Equity Task Force

In Fall 2021, Provost Beverly Wendland convened the Faculty Service Equity Task Force to assess Danforth Campus faculty service equity across ranks, gender, and race/ethnicity. The task force, chaired by Vice Provost Kia Caldwell, met during Spring 2022 and presented its final report and recommendations to Provost Wendland during Fall 2022.

Biweekly Danforth Campus Women Faculty Luncheons

Prompted by requests for more opportunities to build community across ranks, schools, and disciplines, the vice provost for faculty affairs and diversity and gender equity faculty fellows continued to host biweekly lunches with spotlight programming for tenure-stream faculty members across Danforth Campus. These virtual luncheons addressed key skillsets necessary for faculty development, made clear the university resources for such efforts, and provided a regular opportunity for women faculty to network. Time was spent discussing approaches in self-promotion, sharing writing tips, and considering the importance of and current practices in community service. In addition, specific challenges — and their inherent opportunities — were engaged, including the impact of COVID-19 on women in the workforce and the ubiquity of social media in academia. The year wrapped up with a luncheon celebrating the unique and affective arts in St. Louis.



Write on Sites

During Spring 2022, we held five Virtual Danforth Campus Faculty Write-on-Sites on Zoom. During these two-hour sessions, participants were able to schedule dedicated writing time while tracking progress with their peers.

THE DISTINGUISHED VISITING SCHOLARS PROGRAM

The [Distinguished Visiting Scholars program](#) brings to Washington University underrepresented minorities who have distinguished themselves as leaders and innovators in the academy, in business, or in other fields of endeavor. During their stay, the scholars participate in the intellectual life of the campus, interacting with faculty and graduate students by leading workshops, delivering public lectures, visiting classes, and teaching seminars.

Rhoda Reddock, Emerita Professor of Gender, Social Change and Development and former deputy principal of the University of the West Indies (UWI), St. Augustine Campus in Trinidad and Tobago, visited Washington University from April 9–17, 2022, under the Distinguished Visiting Scholars initiative. Her visit was organized by the Department of African and African-American Studies.

Reddock's visit included two public lectures:

- “Enacting Difference and Citizenship in Racialized Postcolonial Multiethnic Societies: The Case of Trinidad and Tobago”
- “Who Owns Women's Rights?: Reflections on The UN Convention on the Elimination of All Forms of Discrimination Against Women”





OUR TEAM



Kia Caldwell

Vice Provost for Faculty Affairs and Diversity

Kia is the vice provost for faculty affairs and diversity, a professor in the Department of African and African-American Studies, and the Dean's Distinguished Professorial Scholar in Arts & Sciences. Kia's administrative duties include consulting and collaborating with the school deans and other WashU school leaders to strengthen policies, procedures, and processes that enable faculty success throughout their careers across the university. She advises the provost and other WashU leaders on faculty matters regarding diversity, equity, and inclusion. As a faculty member, Kia's research has focused on race, gender, Black feminism, health policy, and HIV/AIDS in Brazil and the United States. Her current research focuses on Black women and politics in the United States and Latin America.



Cecilia Hanan Reyes

Program Manager

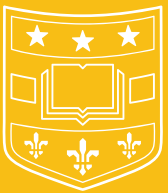
Cecilia serves as the program manager in the Office of the Provost, working closely with the vice provost for faculty affairs and diversity. She oversees a variety of faculty development programs and leads other initiatives such as the Distinguished Visiting Scholar Program, the Search Workshop for Hiring Committee Chairs, gender equity-related initiatives, among others. She is the institutional liaison with Interfolio Faculty Search for the Danforth Campus.



Aurora Kamimura

Fellow (July–December 2021)
Assistant Provost for Inclusive Excellence (January–June 2022)

Aurora began the 2021–22 academic year as a fellow in the Office of the Provost and lecturer in education. In January 2022, she was promoted to assistant provost for inclusive excellence. In this role, Aurora contributes professional expertise and leadership recommendations to the provost and the provost's leadership team on efforts regarding inclusive policies and practices. As a mixed methodologist, she conducts evaluations and assessments to provide evidence-based recommendations for programs housed in the Office of the Provost and related areas of inclusive excellence as needed. Aurora serves as a senior author and investigator on grants originating out of the Office of the Provost.



Office of the Provost Faculty Fellows



Amy Eyler

Faculty Fellow for Gender Equity;
Professor, Brown School



Stephanie Kirk

Faculty Fellow for Gender Equity;
Professor of Spanish, Comparative
Literature, and Women, Gender, and
Sexuality Studies, Arts & Sciences



Rebecca Wanzo

Faculty Development Fellow; Chair
and Professor of Women, Gender, and
Sexuality Studies and Professor of
African and African-American Studies,
Arts & Sciences

Teaching, Researching, and Practice Faculty Fellows (TRP)

In January 2021, the Office of the
Provost appointed two inaugural TRP
Faculty Fellows to work on policies and
programming to support TRP faculty
during Spring 2022.



Seema Dahlheimer

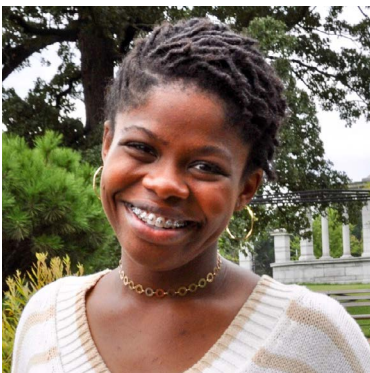
TRP Faculty Fellow; Senior Lecturer,
McKelvey School of Engineering



Heather Rice

TRP Faculty Fellow; Teaching Professor,
Psychological &
Brain Sciences, Arts & Sciences

Student Interns



Milli Boker

Lead Intern—Web and Special Projects



Zeles Vargas

Intern



Washington University in St. Louis

MSC 1297-105-135

One Brookings Dr., St. Louis, MO 63130

facultyaffairs.wustl.edu

314-935-6474

vpfad@wustl.edu