



ADVANCE BU

Advancing and Maintaining Equity

September 2023

Monthly Newsletter

Welcome!

If you've been at Bradley awhile, you have likely noticed that when our faculty and staff are empowered to do what we do best (working for the good of our students, our professions, our campus and our world) we accomplish incredible things. But all too often, we face barriers to professional success, whether heavy workloads or lack of resources, transparency, or a seat at the table. These barriers are unevenly distributed, with certain disciplines and groups of faculty and staff facing more such obstacles.

ADVANCE BU offers six initiatives (detailed below) to reduce these barriers and build a campus culture of fairness, mutual respect, and non-discrimination. Research shows more equitable organizations are stronger, more resilient organizations that are better able to navigate challenges and continue to grow and thrive. Bradley University is at a turning point. We are making choices that will shape who we are as an institution for years to come. Please join our events and help make Bradley a more equitable and inclusive workplace for all faculty and staff. (And, as a bonus, have your name entered into a drawing to win \$500 in research support funds!)

Meet Our Team

Our ADVANCE BU leaders are heading up teams of faculty and staff from across the University. **Jackie Hogan**, **Sherri Morris** and **Kalyani Nair** are our PIs, coordinating efforts around both Cultural and Structural changes. **Tony Hermann** is leading Advocates and Allies, a program to attune faculty men to bias and give them skills to advocate for equity. **Sarah Glover** is heading our Increasing Diversity, Equity and Solidarity (IDEAS) initiative, hosting a wide range of equity workshops, discussions and speakers. **Yufeng Lu** is leading ADVANCE-informed Chair Training (ACT) to provide chairs and directors with tools to reduce bias in areas such as hiring, workloads, and evaluation. **Kerrie Schattler** is leading a team to develop an Equity Dashboard to centralize equity data across the university for greater transparency and accountability. **Matt O'Brien** and **Tim Koeltzow** are leading crucial discussions on possible revisions to T&P and annual review processes.

Contact us today to get involved!

Featured Event:

IDEAS for Advancing Equity: Brown Bag Series

What kind of university are we and how is that reflected in T&P and annual reviews?

- Monday | Sept. 25, Noon
Westlake Hall 116

- Tuesday | Sept. 26, 12:15 p.m.
Westlake Hall 116

[View All Events](#)

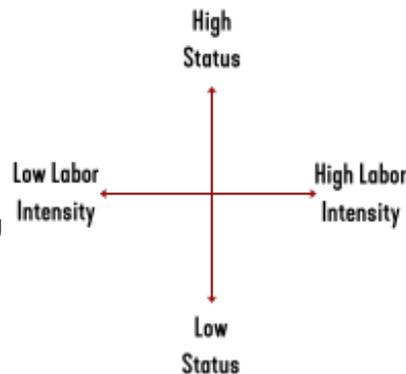


Equity Quick Takes:

How Can Departments Foster Fair and Equitable Faculty Workloads?

Get The Facts

Most units don't track how much work (especially service) people are doing. This leads to unequal workloads. Gathering data can be as simple as drawing a Status/Intensity Grid (see example diagram) on a unit whiteboard, then having faculty post sticky notes for each of their work tasks throughout a semester.



Set Clear Expectations

Create clear guidelines for how much work of each type is expected.

Create Policies and Change Practices

- Rotate time-intensive tasks
- Limit requests for "volunteers"
- Create service "credit" systems to prevent overloading faculty.

Sources:

[Equity Minded Faculty Workloads: What We Can and Should Do Now \(ACE\)](#)

[Faculty Workloads Are Unequal. That Must Change \(The Chronicle of Higher Education\)](#)

[Advance Equity in STEM Community Convening \(WEPAN & ARC Network\)](#)

Higher Ed Equity In the News:



- [Why Are Colleges Offering Up More DEI Degrees? Demand for Diversity Expertise is Growing. \(USA Today\)](#)

- [Harnessing Demographic Shifts for Racial Justice in Illinois Higher Education \(AAUP\)](#)

- [Professors Sue Vassar College Over Gender Pay Gap \(WAMC Public Radio\)](#)

- [5 Lessons for Higher Ed's Least Powerful Administrators \(The Chronicle of Higher Education\)](#)

- [Microaggressions, Interrupted: The Experience and Effects of Gender Microaggressions for Women in STEM \(Journal of Business Ethics\)](#)



[Contact Us](#)

This material is based upon work that is supported by the National Science Foundation, under award No. 2303732

[How useful was this information?](#)
[Share your feedback here.](#)



[Learn More](#)



National Science Foundation



BRADLEY University

Bradley University Marketing and Communications | 1501 W Bradley Ave, Peoria, IL 61625

[Unsubscribe tthompson4@bradley.edu](mailto:tthompson4@bradley.edu)

[Update Profile](#) | [Constant Contact Data
Notice](#)

Sent by advancebu@bradley.edu