



UNIVERSITY AT ALBANY
State University of New York

Women in Higher Education: *Next Steps*

NOVEMBER 26, 2018

Authoring Our Success

The Strategic Plan for
the University at Albany

2018-2023



OUR PRIORITIES:

Diversity and Inclusion

*UAlbany's diversity—in our people and our ideas—
drives excellence in everything that we do.*

1. **Recruit and retain faculty, staff, administrators and graduate students** who better reflect the strong multidimensional diversity of our undergraduate students.
2. **Foster an inclusive campus climate** through ongoing learning opportunities that celebrate individual differences, encourage the open and free exchange of diverse ideas, and provide opportunities to engage in constructive dialogue.
3. **Cultivate an inclusive learning environment** by incorporating diversity into curricular and co-curricular activities that use innovative pedagogy and discipline-specific applications—delivered in accessible, inclusive facilities.

Sample Diversity and Inclusion Metrics:

- Faculty, student, and staff diversity
- Retention rates of underrepresented minority faculty, staff, and students
- Perceptions of the campus climate
- Instruction and/or participation in diverse and inclusive activities

Objectives

- Provide opportunity for diverse group of UAlbany women to reflect on issues, challenges, and opportunities for women within our campus community.
- Cultivate engagement of these colleagues as partners in realizing our strategic priorities, particularly Diversity and Inclusion.
- Position the experience of women as a critical measure of success within Diversity and Inclusion.
- Identify specific initiatives and actions that could move the needle in these areas while helping to fulfill our mission and reach our vision.
- Build experience and capacity as an institution for future conversations that enhance communication and engagement by intentionally viewing this meeting as a prototype.

Provide three words to describe the campus climate for women at UAlbany:



How can UAlbany help me reach my goals?



How can I help UAlbany meet its strategic priorities?

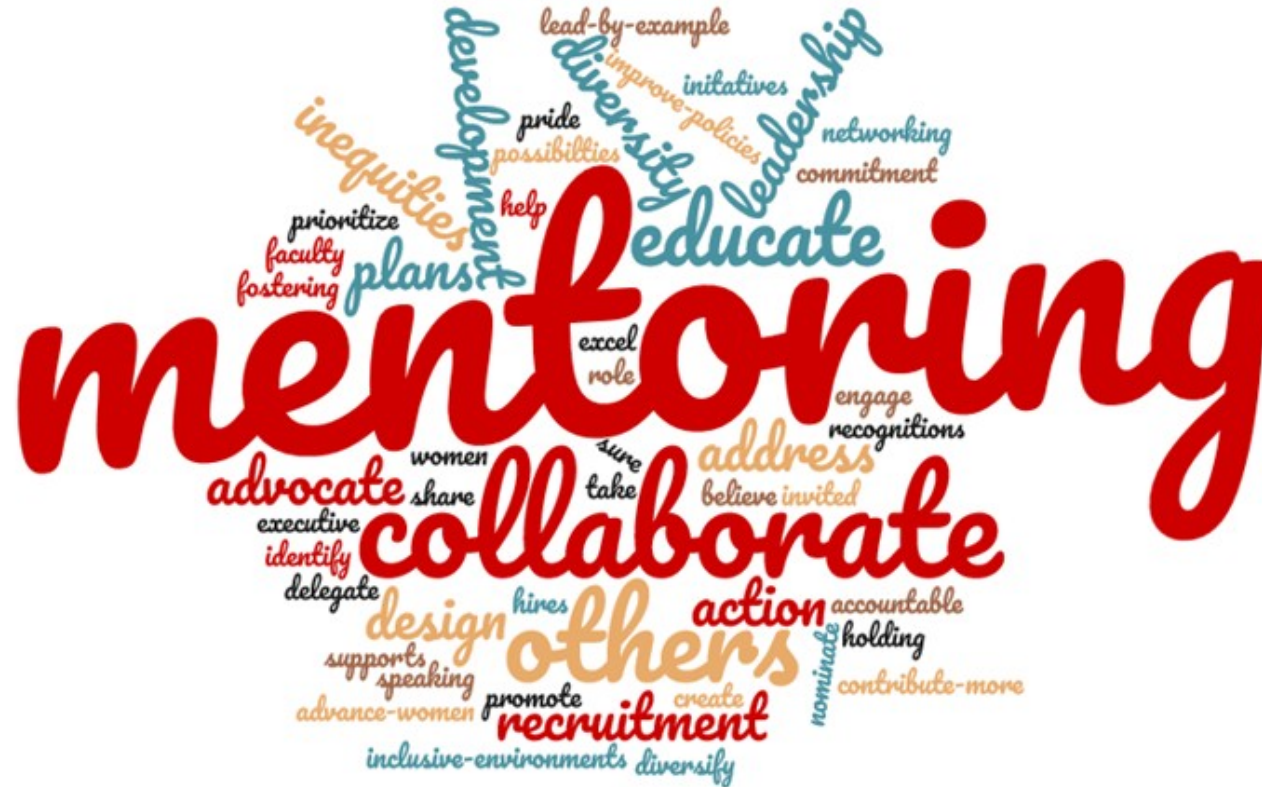


Table Initiatives

Table 1: Rotational Training Program for Students, Faculty, and Staff.

Provide a rotational program that offers women an opportunity to work in different areas of the University.

Table 2: Dialogue Series for Women. Create a dialogue series for women that could address many topic areas (such as: FMLA, professional development, higher education, mentorship, etc.).

Table 3: Salary Equity Study. Research salary equity at UAlbany, perhaps focusing on comparisons to other SUNY institutions.

Table 4: UAlbany Women's Leadership Institute. Provide training, mentoring, and networking for female students, faculty and staff.

Table 5: Design a University-based professional development and training program for women—and remove Rank Restrictions from Promotions to Leadership Positions.

Table 6: Review of Policies, Practices and Procedures to Assure Equity. Review institutional practices, policies and procedures (such as the Family Leave Policy, Stop the Clock, Family Leave Policy, hiring/promotions).

Initiatives for Discussion Today

- 1. A Women's Leadership Institute** to address mentorship, professional development and rotational leadership opportunities, leadership development, networking and a dialog series.
- 2. A Review of Policies and Practices** to address concerns such as salary and service equity, Family Medical Leave, and "Stop the Clock" tenure policy.
- 3. Hosting a major conference relating to Women in Higher Education**, with scope and focus TBD

We will be the authors of UAlbany's success.

We must commit to:

Building faculty and staff development programs that will enable all faculty and staff to more effectively foster student learning, conduct high-impact research, scholarship, and creative activities, and engage collaboratively as full partners in improving the University;

Creating leadership development programs for faculty and staff to improve our capacity for strategic thinking, planning and management, data-driven decision making, inclusive excellence, and continuous improvement;

Designing a culture of service excellence that supports faculty success, improves the student experience, increases employee satisfaction, fosters alumni loyalty, and elevates the reputation of the University at Albany.