

OFFICE OF THE VICE PROVOST FOR FACULTY ADVANCEMENT

YEAR IN REVIEW
2022-23



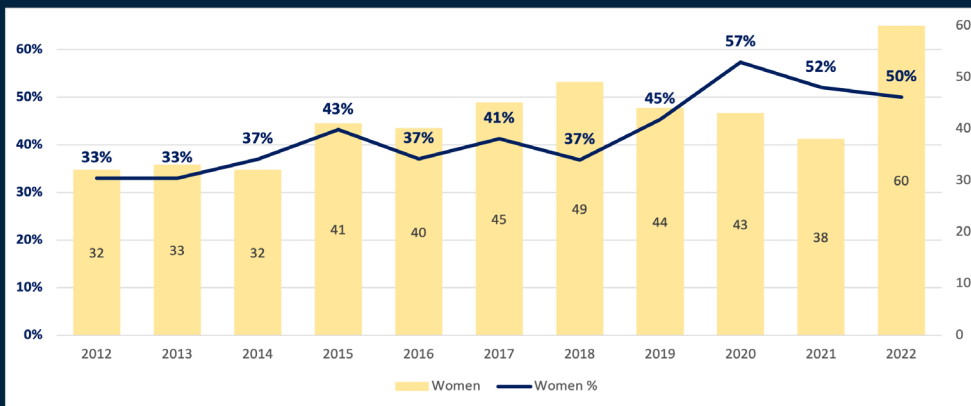
Our Mission and Our Vision

The [Office of the Vice Provost for Faculty Advancement \(OVPFA\)](#) aims to promote and nurture a vibrant climate of inclusive excellence through creative collaboration with University partners, while building upon and expanding the portfolio of the Office of the Vice Provost for Faculty Diversity and Inclusion. OVPFA's primary focus is on fostering faculty development, diversity, planning, and community-building initiatives that will allow current and future faculty to thrive.

Our vision is for Columbia to be the go-to place for the world's greatest scholars. We imagine a University community that embodies inclusive excellence, where all faculty feel welcome and supported. We hope to foster a climate where faculty can confidently focus on their scholarship and teaching, and where there is growing space for collaboration and innovation across disciplines. We cannot achieve this without realizing our core values of inclusion and excellence.

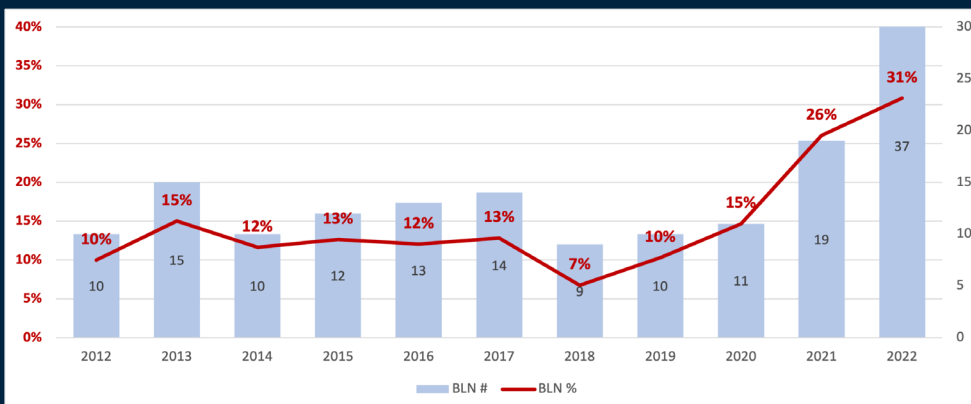
By the Numbers

Full-time Tenured and Tenure-Track Faculty: Women New Hires, 2012-22



In 2022, the faculty diversity initiative supported 45% (27 of 60) of the new women hires.

Black, Latine, and Native New Hires, 2012-2022



In 2022, the faculty diversity initiative supported 62% (23 of 37) of the Black, Latine, and Native new hires.



375+

Provost Diversity Fellows



180+

junior and mid-career faculty grants awarded University-wide



3000+

registered for Work/Life programs

Supporting and Celebrating Inclusive Excellence



Nkemka Aniywo, Shanya Cordis, Natasha Johnson, David Knight, Charles Lea, Andrew McCall, and Julia Bryan-Wilson

Supporting Faculty Recruitments

The recruitments of 2022, bolstered by our [Target of Opportunity](#) and cluster hire initiatives, brought Columbia's most diverse group of incoming tenured and tenure track faculty.

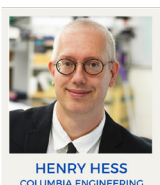
The [Race and Racism Scholarship Cluster Hire](#) initiative supported the recruitments of Nkemka Aniywo, Natasha Johnson, and Charles Lea in Social Work; Shanya Cordis in Anthropology and AAADS; David Knight in Sociology; and Andrew McCall in Political Science.

Julia Bryan-Wilson joined the department of Art History and Archaeology through the [LGBTQ+ Scholarship Cluster Hire](#) initiative. To feature these new recruits, and other faculty whose scholarship touches on similar themes, we hosted signature events on Black joy, anti-LGBTQ+ legislation, LGBTQ+ in STEM, Latine humor and identity, and a lightning talks program. In an effort to facilitate social connection and scholarly collaboration, we sponsored a series of well-attended evening receptions.

Celebrating Faculty: Faculty Mentoring and Faculty Service Awards



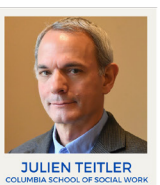
CLIFFORD STEIN
COLUMBIA ENGINEERING



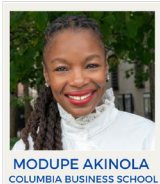
HENRY HESS
COLUMBIA ENGINEERING



MABEL O. WILSON
CSAPP, FACULTY OF ARTS AND SCIENCES, AAADS



JULIEN TEITLER
COLUMBIA SCHOOL OF SOCIAL WORK



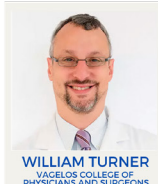
MODUPE AKINOLA
COLUMBIA BUSINESS SCHOOL



FRANK GURIDY
FACULTY OF ARTS AND SCIENCES



OLATUNDE JOHNSON
COLUMBIA LAW SCHOOL



WILLIAM TURNER
VAGELOS COLLEGE OF PHYSICIANS AND SURGEONS



OVITA WILLIAMS
COLUMBIA SCHOOL OF SOCIAL WORK

The [Faculty Mentoring](#) and [Faculty Service](#) Awards recognize full-time faculty whose extraordinary voluntary mentoring and service has contributed significantly to the University's diversity, equity, and inclusion (DEI) efforts. We had a very competitive round of nominations, and a total of nine faculty received awards.

Morningside Faculty Grants

[2022-23 Junior Faculty grant recipients:](#)

[Nina Alvarez](#), Journalism

[Dante Donati](#), Business

[Shaina Kelly](#), Engineering

[Folarin Kolawole](#), Arts and Sciences

[Bianca Jones Marlin](#), Zuckerman Mind Brain Behavior Institute and Arts and Sciences

[Eunji Kim](#), Arts and Sciences

[Noemie Pinardon-Touati](#), Arts and Sciences

[Rebecca Ponce de Leon](#), Business

[Hugo Sarmiento](#), Architecture, Planning and Preservation

[Zhou Yu](#), Engineering

[2022-23 Mid-career Faculty grant recipients:](#)

[Christine Hendon](#), Engineering

[Rhiannon Stephens](#), Arts and Sciences

For more information on the CUIMC Junior Faculty grant program visit their [website](#).

Connecting, Supporting, and Developing Scholars Across the Career Span



Pathways to the Professoriate

With the 2021 addition of our [Inclusive Faculty Pathways](#) portfolio, our work now extends beyond supporting current faculty to include those aspiring to a career in the academy. Hundreds of high school and undergraduate students attended 2022 [Columbia University Pathways Program \(CUPP\)](#) summer events, including a cookout, a professional development session, and a research symposium and admissions fair. The inaugural cohort of [Provost's Postdoctoral Research Scholars](#) arrived this year, and programs such as the [Provost Diversity Fellows](#) (now in its 10th year) and [Bridge to the PhD in STEM](#) (now in its 15th year) continue to flourish.

Graduate Student Support

We have enhanced our support of historically underrepresented postdoctoral scholars and doctoral students. In addition to our annual welcome panel and reception, we offered career professional development training and social and networking opportunities. Our Faculty Roundtable series, co-hosted with University Life's Graduate Initiative, allowed graduate students to gain valuable insight about succeeding in the academy from panels of faculty with intersectional identities.



Building Bridges Between Aspiring and Current Faculty

In an effort to facilitate interaction with graduate students and trainees with junior faculty, we expanded some of our programs. In the fall, we launched a faculty [Writing and Accountability Group \(WAG\)](#), a biweekly facilitated coworking session. Faculty documented their long- and short-term writing goals, shared productivity hacks, and offered each other support. After the success of the [InkWell Writing Retreat](#) in collaboration with GSAS and TC, we developed a second WAG that serves graduate students and postdocs. The Provost Diversity Fellows had the opportunity to apply for a small grants program, similar to that offered to our junior and mid-career faculty. Graduate students, postdocs, and junior faculty alike were invited to participate in [SCHOLARTalks](#) (a lightning talks event) and a workshop on presentation skills.



Faculty Development



Welcoming and orienting new faculty is one of the most important parts of our work, and it often starts before recruits arrive on campus. Working with our partners in the Center for Teaching and Learning (CTL), we refined and updated the online [New Faculty Orientation](#). In September, we hosted our annual meet and greet reception to connect faculty with their colleagues and the Office of the Provost administrators who support their work. Our robust [Faculty Development](#) program offered sessions for full-time faculty on silencing their inner critic and expanding funding opportunities (with the Development office). Tenure-track faculty attended panels with mid-career and senior faculty on the tenure process and on parenting and the tenure track.



The [Provost Leadership Fellows](#) program develops leadership skills for outstanding mid-career and senior faculty and graduated its fifth cohort this year. Fellows gained insight into key university strategic initiatives and academic processes, learning from leaders across the university including colleagues in Development, Finance, Communications and Public Affairs, and Research, among others.

Communications and Community

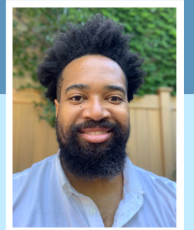
Our communications efforts aim to celebrate and build community among current and aspiring faculty. This year, we published [long-form web profiles of faculty](#) recruited through the Race and Racism Scholarship initiative and the LGBTQ+ Scholarship initiative, as well as the Provost Postdoctoral Scholars, and continued our popular [Faculty Snapshots](#) series. In addition to our biannual all-faculty newsletters, we sent our monthly New Faculty Newsletter featuring key partner offices.

A new video series, [Wise Words](#), gave Columbia's diversity champions the opportunity to reflect on their careers with a close colleague, including Hilda Hutcherson, retiring Professor of Obstetrics and Gynecology and Senior Associate Dean for Diversity and Multicultural Affairs, who spoke with her colleague Hetty Cunningham, Associate Professor of Pediatrics at CUMC.

NEW FACULTY WELCOME:

John Pamplin II

MAILMAN SCHOOL OF PUBLIC HEALTH



I am a social and psychiatric epidemiologist who studies structural racism and mental health. My research aims to understand how institutions, such as policing, contribute towards racially inequitable effects of public health policies.



PROVOST'S POSTDOCTORAL FELLOW:
NUTTIDA RUNGRATSAMEETAWEEMANA



My research aims to improve our understanding of the neural mechanisms that support flexible decision making both in health and disease.

COLUMBIA | Faculty Advancement
Diversity and Inclusion, Faculty Pathways, Work/Life

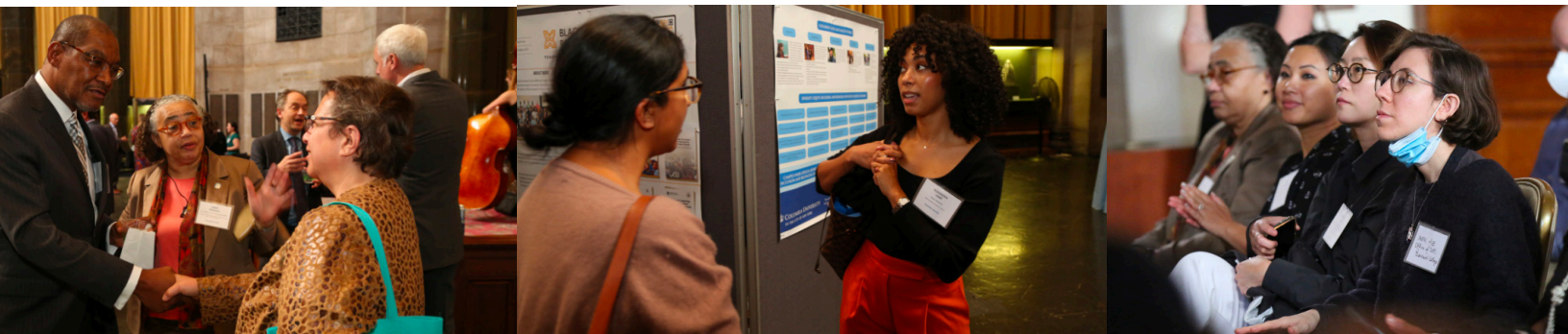
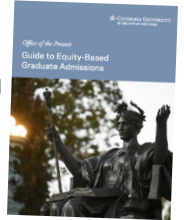
Building Diversity Efforts Across Columbia

The OVPFA serves as a hub for diversity work across the University. We provide administrative and financial support to the [Women's, Gender, and Sexuality Studies Council \(WGSSC\)](#), a University-wide, interdisciplinary network to advance gender and sexuality studies scholarship. With our diversity colleagues at Teachers College and Barnard, we serve on the steering committee for [TCUB Connects](#), which hosted faculty lightning talks, poster presentations, and a panel on community-engaged scholarship across Columbia's schools.

Our office, along with University Life, co-convenes the [Diversity Officers Work Group \(DOWG\)](#), a collaborative space for learning, problem-solving, and sharing of resources and best practices. Network members partner across schools,

departments, institutes, and administrative units to drive institutional change. This year, we convened the Inclusive Language Work Group to begin work on a DEI Language Guide.

We published the second edition of the [Guide to Equity-Based Graduate Admissions](#), which provides guidance for developing and improving equitable admissions practices. This edition also included graduate students' voices, based on a survey of their application experience. In February, we hosted a session on supporting underrepresented students to belong and thrive in the academy. Our panel featured experts in graduate student services and support.



Provost's Advisory Council for the Enhancement of Faculty Diversity



Our work would not be possible without the contribution of the [Provost's Advisory Council for the Enhancement of Faculty Diversity](#). This year, we welcomed three new members: Ana Abraído Lanza (Social Work), Gina Wingood (Public Health), and Olatunde Johnson (Law). Members of this important group serve on review committees for faculty recruitments and awards, and recently drafted an Impact Report evaluating the [Addressing Racism Faculty Seed Grants](#).

2022-23 Members:

Ana Abraído Lanza
Social Work

Walter Bockting
Vagelos College of Physicians and Surgeons and Nursing

Anke A. Ehrhardt
Vagelos College of Physicians and Surgeons

Nabila El-Bassel
Social Work

Ruben L. Gonzalez Jr.
Arts and Sciences

Farah Jasmine Griffin
Arts and Sciences

Karl Jacoby
Arts and Sciences

Gita Johar
Business

Olatunde Johnson
Law

Kathryn Johnston
Arts and Sciences

Kellie Jones
Arts and Sciences

Helen H. Lu
Engineering and Dental Medicine

Dennis A. Mitchell (Chair)
Office of the Provost and Dental Medicine

Maria Victoria Murillo
Arts and Sciences and International and Public Affairs

Jorge Otero-Pailos
Architecture, Planning and Preservation

Samuel K. Roberts
Arts and Sciences and Public Health

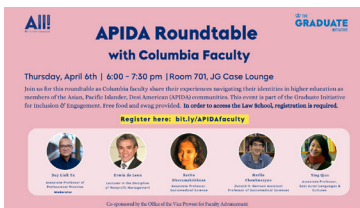
Gina Wingood
Public Health

Anne L. Taylor
Vagelos College of Physicians and Surgeons

2022-23 Programs and Events

- July* CUPP Cookout
- September* CUPP Symposium and Mini Admissions Fair
New Faculty Meet and Greet
First Generation Faculty Roundtable
The Art of the Latinx Rant
FAN Chairs Institute
- October* Latinx Faculty Reception
Provost Diversity Fellows Welcome Panel
Antiracist Pedagogy in Action Faculty Panel
How to Silence Your Inner Critic
Newly Tenured Faculty Reception
Provost's Postdoctoral Research Scientist and Scholar Lunch
- November* ADEA PRIDE Webinar
'We Just Want to Exist': Anti-LGBTQ+ Legislation and LGBTQ+ Youth
TCUB Connects: Columbia/TC/Barnard Faculty Panel Reception
LGBTQ+ Faculty Roundtable
Inkwell Academic Writing Retreat
Navigating the Path to Tenure
- December* Women's, Gender, and Sexuality Studies Council (WGSSC) Meeting
LGBTQ+ Faculty and Allies Reception
Demystifying the Tenure Process
Race & Racism Cluster Hire Initiative Meet and Greet
Cookies and Cocoa
Hot Cocoa Social with the Office of Academic Diversity and Inclusion (OADI)
- January* Provost's Postdoctoral Scholars Lunch
- February* IFP Writing Accountability Group
They Said Yes: Now What?!
Engaging Our Communities: Fostering Black Joy and Dismantling Anti-Black Racism
Black and Latinx Faculty Roundtable
CU Asian Faculty Association (CUAFA) Gala
Women of Color Faculty Roundtable
Parenting and the Tenure Track
African American and African Diaspora Studies Faculty and Administrators Dinner
"Speaking with Presence" Workshop
Funding Faculty Research
Office of Work/Life New Faculty Reception
Provost's Postdoctoral Scholars Social Event
TCUB Connects: Engaged Scholarship
APIDA Faculty Roundtable
SCHOLARTalks
LGBTQ+ in STEM: Resolving Disparities Using Demographic Data
Post-PhD Career Pathways
- May* WGSSC Meeting
Senior Faculty Panel/Cheers to the Year
Spring Social with OADI
- June* Provost's Grants Programs Luncheon
Connect @ Columbia: Using LinkedIn as a Student

Climate of Inclusiveness



Across Columbia's schools, departments, centers, and institutes, we partner with faculty to help organize and spearhead events that foster conversations about diversity scholarship, equity, race and racism, and belonging. Programming for this year's [Climate of Inclusiveness](#) initiative included a seminar series amplifying early-career scientists from underrepresented groups whose research lies at the intersection of climate and social science; a talking circle and workshop on politics, power structures, and potentials of thinking about medieval pasts in concert with Indigenous futures; and a celebration of students who made enduring contributions to promoting social justice for Black people through civic engagement, political activism and community building on campus and beyond; among others.

Leading and Innovating Across the Academy

Columbia is a founding member of the [Faculty Advancement Network](#) (FAN), a consortium of twelve Ivy+ schools that aims to advance diversity and inclusion in the professoriate. This year, FAN invited five science, technology, engineering, and math (STEM) chairs from each institution to participate in a year-long Institute on Inquiry, Equity, and Leadership in the Academic Department to develop a framework and tools to improve equity in admissions, hiring, and faculty workload. Three chairs from Arts and Sciences and two from Engineering participated. We will also host next year's Institute kickoff event in September.



Office of Work/Life

Since its founding in 2007, the [Office of Work/Life \(OWL\)](#) has been committed to supporting the well-being of Columbia's diverse community in their pursuit of meaningful and productive academic, personal, and work lives. Our work focuses on: [child care and schooling](#), [housing and relocation](#), [faculty spouse/partner dual career search](#), [well-being](#), [adult/elder care](#), and [breastfeeding support](#).

OWL is particularly dedicated to supporting the recruitment and retention of a diverse faculty. We address the unique needs of individuals and support policies and programs that recognize the demands faced by the community as a whole. We understand that easing the challenges that come with relocation can have a direct impact on Columbia's ability to attract and retain an outstanding and diverse faculty.

2022-23 Highlights



OWL had over 3,000 registrations for workshops and well-being programming this year. We served over 650 Columbia affiliates, including more than 300 faculty members. As academic and work environments continue to evolve, OWL in turn has adapted and refined our work. We have tailored our programs and services to a format that optimizes effectiveness and addresses the greatest needs. We offered choice in accessing [client services](#) to allow individuals to select the format that worked best for them.

- We also chose formats with desired outcomes and goals in mind. For example, information-driven workshops were delivered virtually to promote accessibility and convenience for faculty and employees. Hallmark events such as the [New Faculty Reception](#) and the annual [Baby Shower](#) were held in person to foster community and relationship building.
- Engagement in [well-being](#) programming increased with hybrid programming offering our community the best of both worlds. OWL's Director of Well-Being presented positive findings about our well-being programs at the American Public Health Association annual conference this fall and at the College and University Work-Life Family Association conference this spring.
- Responding to a need for more support in the area of [adult and elder care](#), we increased our programming on this topic with plans to continue this development. New workshops included *A Tale of Two Families: Planning an Elder Care Journey* and *An Elder Care Conversation*, facilitated by elder care experts.
- [Emeritus Professors in Columbia \(EPIC\)](#), a professional and social fellowship of retired professors, researchers, and administrators, continued to have a vibrant set of programming including musical performances, community programs, documentary film screenings and discussions with filmmakers, and more. Members also heard from Elliott Sclar, Amy and Robert Pollack, Justin S. Golub, Kenneth Jackson, and Jocelyn Wilk as part of the EPIC Interludes series.

Office of the Vice Provost for Faculty Advancement
305 Low Library
535 West 116th Street, MC 4339
New York, NY 10027
(212) 854-0350
facultyadvancement@columbia.edu
facultyadvancement@columbia.edu

