



**OFFICE OF THE VICE PROVOST
FOR FACULTY ADVANCEMENT**

YEAR IN REVIEW | 2023-24

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.



Claudia Rankine

Dialogue Across Difference

In Spring 2024, President Minouche Shafik and Interim Provost Dennis Mitchell launched *Dialogue Across Difference (DxD)*, an initiative designed to reinvest in Columbia's values — to foster an inclusive, resilient community of learners and build a community where all of us can learn, work, and thrive.



Efforts included university-wide convenings, dialogues, and professional development sessions that provided students, faculty, and staff opportunities to confront and engage with diverse perspectives, and resources to engage in constructive discussions.

DxD has three core components: events and programming; professional development and learning opportunities for faculty and staff; and seed grant funding programs for faculty, staff, and students.

2024 DxD Programs and Events

January

A Musical Concert of Unity, Inspired by Dr. Martin Luther King Jr. (International Interfaith Research Lab, Teachers College)

Pathways to Prevention: A Symposium on Building Resilience to Hate (International Interfaith Research Lab, Teachers College)

Choosing Community: Celebrating the Life and Legacy of MLK (Undergraduate Community Initiative)





Awakening Our Democracy: What's At Stake In These Polarized Times panelists: Jelani Cobb, Jonathan Friedman, and Mae Ngai

Having Difficult Conversations with Beth Fisher-Yoshida (Office of the Vice Provost for Faculty Advancement and Center for Teaching and Learning)

What's Next for the Middle East? (Institute of Global Politics, SIPA)

Talking Across Difference and Difficulty (Mailman School of Public Health)

February

Talking Across Difference and Difficulty (Mailman School of Public Health)

Mindfulness, Emotional Segregation and Connecting Across Difference (Columbia Law School)

Library is Open 8: Agonistic Assemblies with Markus Miessen (Graduate School of Architecture, Planning and Preservation)

Campus Conversations: Navigating Difficult Conversations (University Life)

Awakening Our Democracy: What's At Stake In These Polarized Times (University Life and Columbia Journalism School)

Dialogue Across Difference: Migration & Climate (Columbia Climate School)

Symposium on Generative AI, Free Speech & Public Discourse (Columbia Engineering and Knight First Amendment Institute at Columbia)

Dialogues Across Difference: Lessons from Bridging the American Divides (Columbia Business School)

Art in the Time of Crisis: Still Rising (Columbia School of Nursing)

Employing Empathetic Objectivity in the Classroom (Office of the Vice Provost for Faculty Advancement and Center for Teaching and Learning)

Campus Conversations: Critical Listening Skills (University Life)

Speak Now: Claudia Rankine (School of the Arts)

March

Campus Conversations: Critical Listening Skills (University Life)

DxD: The Quagmire of Animal Foods for Human and Planetary Health (Columbia Climate School)

AI Training for Facilitating Challenging Classroom Conversations (Office of the



Beth Fisher-Yoshida

Vice Provost for Faculty Advancement and Center for Teaching and Learning)

Communication Challenges in a Post-Truth Era (School of Professional Studies)

Campus Conversations: Accessibility, Ableism, and Advocacy (University Life)

April

Campus Conversations: LGBTQIA+ Rights & Advocacy (University Life)

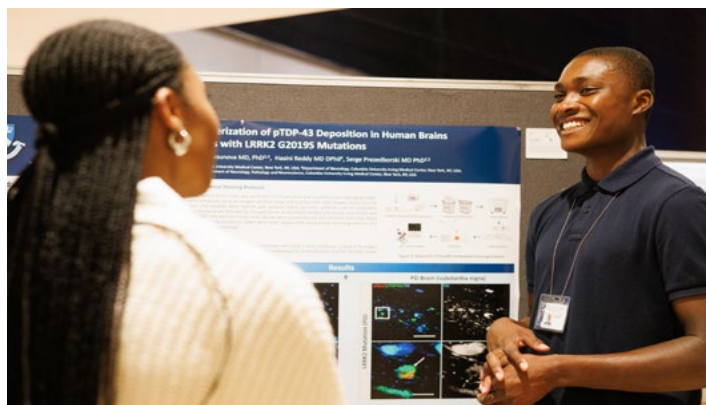
Nurturing Inclusive Excellence: Supporting Scholars at Every Stage

Pathways to the Professoriate

OVPFA continued its commitment to fostering a diverse and inclusive academic community by expanding its support to scholars aspiring to careers in academia. Over 500 high school and undergraduate students attended *Columbia University Pathways Program (CUPP)* summer events, including a cookout (pictured below), professional development sessions, and a research symposium with 90+ poster presentations as well as an admissions fair that included representatives from all 17 Columbia schools.

The *Provost Postdoctoral Research Scientist and Scholars* also participated in professional development sessions and mentoring programs, underscoring our ongoing commitment to fostering emerging scholars.

Longstanding programs like the *Provost Diversity Fellows*, now in its 11th year, and the *Bridge to the PhD in STEM* program, now in its 16th year, continued to thrive. Both programs aim to increase pathways to the professoriate by reducing barriers for doctoral study at Columbia. We conducted a study of the first



Joel Ntiri (*Summer Program for Undergraduate Rising Stars (SPURS)* student)

five cohorts of the Provost Diversity Fellows (2013-2017) and found that a majority of fellows have continued their careers in academia, with 24% of fellows obtaining faculty positions at over 30 institutions and 19% of fellows are in the pipeline for postdoctoral studies and fellowships. We also found that 92% of Bridge scholars were accepted into graduate programs across the country.



Graduate Student Programming and Support

Building on our ongoing efforts to support historically underresourced scholars, we organized career learning and networking opportunities including our annual welcome panel and reception which featured Diversity Fellows Elizabeth Alvarez (Architecture, Planning and Preservation), Ashley Cole, Jr. (Social Work), Nicholas Deas (Columbia Engineering, Computer Science), Shifra Mandel (GSAS, Astronomy), and Lauren Stockmon Brown (GSAS, Theatre and Performance) discussing their academic career paths and sharing insights on thriving in the academy. Our *Faculty Roundtable* series, co-hosted with University Life's Graduate Initiative, offered students an opportunity to hear from current Columbia faculty with intersectional identities, who shared their experiences navigating higher education. Graduate students and postdoctoral scholars also took part in a *Writing and Accountability Group (WAG)*, where they had dedicated time and space to work on their individual writing projects while providing peer support and accountability to one another. One participant, Mindle Shavy Paneth, a doctoral candidate in Chemistry, worked on an application and succeeded in receiving a 2024 National Science Foundation (NSF) Graduate Research Fellowship. In Spring 2024, we issued another call for small grants for the Provost Diversity Fellows to support new or

ongoing research projects. Twenty three projects were funded. Partnering with the Office of Alumni Development, we also hosted an event in February featuring esteemed panelists with a dual alumni status from both Columbia and historically Black colleges and universities (HBCUs), to share insights into their career trajectories, highlighting the pivotal role of mentorship and networking for their career development and cultivation of meaningful professional relationships. Panelists included Taryn Finley (School of Journalism '15, Howard '14), HuffPost's Black Voices Editor and Senior Culture Reporter; Brittany Fox-Williams (Graduate School of Arts and Sciences '20, Cheyney '08), Assistant Professor of Sociology at Lehman College, CUNY; John R. Pamplin II (Mailman School of Public Health '20, Morehouse '10), Assistant Professor of Epidemiology at Columbia; and Melissa M. Valle (Graduate School of Arts and Sciences '16, Howard '01), Mellon Assistant Professor in Global Racial Justice at Rutgers University (pictured below). Dennis A. Mitchell, Interim Provost, and Jelani Cobb, Dean of Columbia Journalism School, provided event remarks. Adina Berrios Brooks, Interim Chief of Staff, Associate Provost for Faculty Diversity and Inclusive Pathways, moderated the discussion. The event was followed by a networking reception.



Supporting Faculty Recruitments



Faculty recruited through our *Race and Racism Scholarship* and *LGBTQ+ Scholarship* cluster hire programs and our *Provost's Postdoctoral Research Scientist and Scholar Program*

The ongoing efforts of our Faculty Diversity Initiative continue to bolster faculty recruitment, nurture retention, foster the success of early career scholars, cultivate pathways programs, and spearhead community-building initiatives, culminating in yet another year welcoming the most diverse cohort of incoming tenured and tenure-track faculty members.

In response to the racial reckoning of 2020, and as part of Columbia's broader commitment to antiracism, our faculty cluster hire initiative in the area of *Race and Racism Scholarship* successfully completed three rounds of recruitments with more underway in the departments of African American and African Diaspora Studies (AAADS), Anthropology, History, Psychology, and Religion.

In the area of *LGBTQ+ Scholarship*, we have supported six stellar faculty in the fields of History, English and Gender Studies, Nursing, Religion, Psychology, and Art History and Archaeology. The School of Social Work is currently recruiting two scholars who will use intersectional frameworks to develop scholarship on the health and well-being of LGBTQ+ people of color.

In fall 2023, we launched a new cluster hire program that supports faculty who advance the *Fourth Purpose* of universities—work to bring forward rigorous knowledge and scholarship to societal impact and serve the public good. Four recruitments were authorized from Mailman School of Public Health and the School of Journalism; Divisions of Social Science and Natural Sciences in the Faculty of Arts and Sciences; Climate School and Business School; and the School of International and Public Affairs and the Faculty of Arts and Sciences.

The inaugural cohort of six scholars who were recruited through our *Provost Postdoctoral Research Scientist and Scholar* program continue to thrive. Nuttida Rungratsameetaweemana (Biomedical Engineering) accepted a full time tenure-track position beginning in July 2024 and another scholar is currently under consideration from their department. We will be announcing an RFP for the second cohort in Fall 2024.

Connecting and Developing Scholars

Our commitment to faculty success extends beyond recruitment – it begins with a welcoming and comprehensive onboarding process. With the Center for Teaching and Learning, we continued to update and enhance the Office of the Provost *New Faculty Orientation*, which introduces new faculty to essential support services. Our flexible online orientation

By the Numbers



470+

Provost Diversity Fellows



250+

Junior and Mid-Career Faculty Grants,
Addressing Racism Faculty, and
Societal Impact Seed Grants
awarded University-wide



3000+

registered for *Work/Life* programs

allows faculty to engage at their own pace while still fostering connections with administrative colleagues across the university that support their success. In September, our annual *New Faculty Meet and Greet* reception offered new colleagues a chance to forge meaningful connections across departments, fields, and schools (pictured below). To further personalize the onboarding experience, we continued our Faculty Concierge Service in collaboration with the Office of Work/Life, offering warm welcome calls and addressing any questions or concerns on a one-on-one basis, ensuring every faculty member feels supported from the start.

We continued to organize *Faculty Career Development* sessions for full-time faculty on a variety of topics including panels with mid-career and senior faculty and a presentation by the Vice Provost for Faculty Affairs on the tenure process and meet and greet sessions with foundation leaderships on funding faculty research. As part of the DxD initiative, we collaborated with the Center for Teaching and Learning to host three professional development sessions aimed at enhancing faculty skills for managing differing viewpoints on sensitive topics, especially during times of crisis. Dr. Beth Fisher-Yoshida, program director of the Negotiation and Conflict Resolution program in the School of Professional Studies, led a workshop where faculty gained tools to navigate conflict effectively. Professors Ari Goldman and Gregory Khalil, co-teachers of a course on religion in Israel/Palestine at the Graduate School of Journalism, shared insights on navigating differences in and out

of the classroom. Professors Paul Ingram and Hitendra Wadhwa (Business) led a workshop on techniques for facilitating complex classroom conversations and shared their custom-built AI-based coaching tool for guidance and implementation of these techniques.

This year, we launched a new series of equity-centered workshops that brought knowledge from the Faculty Advancement Network's (FAN) Inquiry, Equity, and Leadership in the Academic Department to Columbia. These *Equity-based Academic Leadership* workshops aim to encourage faculty to seek discretionary spaces where faculty make an outsized impact on equity on their campuses. The first workshop was held in November on the topic of Searches and Hiring. Next fall, we plan to host a session on Faculty Service and Workload Equity led by KerryAnn O'Meara, Vice President for Academic Affairs, Provost, and Dean of the College at Teachers College.

Our *Provost Leadership Fellows* program continues to foster career advancement and leadership development among mid-career and senior faculty. These efforts aim to nurture a climate of inclusive excellence particularly in leadership roles in the academy by providing skill-building and networking opportunities. These professional development sessions offer insight into critical university initiatives and academic processes in communications, development, finance, strategic planning, and more. The sixth cohort of fellows began their two-year term this year.





2023-2024 faculty awardees

Rewarding and Celebrating Faculty

Our faculty grants programs are integral to fostering and acknowledging academic excellence. Launched in 2012, the *Junior Faculty Grants* program supports outstanding junior faculty who contribute to the diversity goals of the University through their research, teaching, and mentoring activities. For more information on the CUIMC Junior Faculty grants program, please visit their website. Our *Mid-Career Faculty Grants* program, launched in spring 2018, provides seed grants for faculty members who have recently achieved tenure. To date, over 250 grants have been awarded in both programs. For more information on the CUIMC Junior Faculty grant program visit their website.

This year, we launched two additional seed grant programs. Partnering with the Office of the Vice Provost for Fourth Purpose and Strategic Impact, we created the *Societal Impact Seed Grants* program to support innovative faculty-led

projects that leverage scholarly research for a broader societal impact. In January, we issued a request for proposals for the *Dialogue Across Difference Seed Grants* program to support a series of collaborative faculty-led projects designed to promote constructive dialogue across divergent perspectives.

Our *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. This year, we had a very competitive round of nominations, and a total of six faculty received awards.

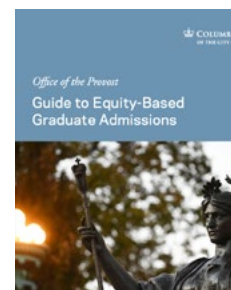
We are grateful to Sam Sia, Vice Provost for the Fourth Purpose and Strategic Impact, for chairing our review committees for this year's faculty awards and recruitment programs.

Championing Diversity Initiatives Across Columbia and Beyond

OVPFA strives to strengthen diversity initiatives across the university. We remain committed to bolstering the *Women's, Gender, and Sexuality Studies Council (WGSSC)*, a University-wide, interdisciplinary network to advance gender and sexuality studies scholarship, as well as supporting the *Columbia University Asian Faculty Association (CUAFA)*. Collaborating with University Life, OVPFA co-convenes the *Diversity Officers Work Group (DOWG)*, a collaborative space for learning, problem-solving, and sharing of resources and best practices. This January, we partnered with the Consensus Building Institute to organize "Navigating Differences Around Polarizing Topics," a series of professional development workshops for senior network members as part of the DxD initiative. In February, Interim Provost Mitchell delivered the third annual Kathleen Hickey Endowed Lectureship in Science of Cardiovascular Care at the Columbia School of Nursing,

highlighting the crucial role of relationships in advancing equity at Columbia and beyond.

In October 2023, we also published the third edition of the *Guide to Equity-Based Graduate Admissions*, available both digitally and in print. Developed under the direction of the Equity in Graduate Admissions Working Group, comprised of admissions officers, diversity officers, and student affairs staff across the University, this resource guide provides a foundation for developing, maintaining, and building on admissions practices that help recruit and yield students.



Provost's Advisory Council on the Enhancement of Faculty Diversity



Ana Abraído Lanza
Social Work

Farah Jasmine Griffin
Arts and Sciences

Kellie Jones
Arts and Sciences

Jorge Otero-Pailos
Architecture, Planning and
Preservation

Walter Bockting
Vagelos College of Physicians and
Surgeons and Nursing

Karl Jacoby
Arts and Sciences

Helen H. Lu
Engineering

Samuel K. Roberts
Arts and Sciences

Anke A. Ehrhardt
Engineering

Olatunde Johnson
Law

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

Gina Wingood
Public Health

Nabila El-Bassel
Social Work

Gita Johar
Business

Maria Victoria Murillo
Arts and Sciences and
International and Public Affairs

Anne L. Taylor
Vagelos College of Physicians and
Surgeons

Ruben L. Gonzalez Jr.
Arts and Sciences

Kathryn Johnston
Arts and Sciences

Leading Across the Academy



Left: Kiernan Matthews; Right: Dennis Mitchell

In September, Columbia hosted a kickoff retreat for the launch of the Ivy+ *Faculty Advancement Network's (FAN)* Institute on Inquiry, Equity & Leadership. This year-long program, which began in 2022, offered fellows the opportunity to learn the fundamentals of equity-minded leadership in higher education in a collaborative setting. Columbia's fellows included three chairs from Arts and Sciences and two from Engineering: Denise Cruz (English and Comparative Literature), Laura Kaufman (Chemistry), Paul Sajda (Biomedical Engineering), and Marc Spiegelman (Applied Physics and Applied Mathematics). Fellows concluded the program by proposing multi-university capstone projects including working on broadening the pipeline

to graduate studies through peer mentorship networks.

In March, the OVPFA team presented at the *National Association of Diversity Officers in Higher Education (NADOHE)* annual conference on how we nurture inclusive excellence at Columbia by cultivating innovative student pathways and faculty programs to support the scholars' academic life cycle. Our office was also recognized with a 2023 Higher Education Excellence in Diversity Award, which is given annually to U.S. colleges and universities by the magazine "INSIGHT Into Diversity."



Josefina Báez

Community Building and Fostering a Climate of Inclusiveness

Our community-building efforts encompassed a range of programming aimed at celebrating diversity scholarship and bringing prominence to issues of race, gender, sexuality, and other dimensions of diversity to foster a more welcoming and inclusive community for students, faculty, staff, and alumni. In the fall, we organized events that honored Josefina Báez's life and work including a roundtable discussion with prominent Latina artists and Latino studies scholars and a performance and reading by Báez. We also hosted a panel that explored Latine identity from the perspective of Columbia scholars and leaders Frances Negrón-Muntaner (English and Comparative Literature), Maria Victoria Murillo (Political Science and of International and Public Affairs), Deborah Paredez (Writing), and Mario Small (Sociology).



In April, we cosponsored Trans Disruptions, a three-day conference and the fourth installment of Queer Disruptions, which brought together activists, theorists, artists, and writers to explore the complexities of transgender lives, narratives, and theories—a testament to our enduring commitment to advancing scholarship on gender and sexuality.

We also supported the Department of African American and African Diaspora Studies' annual administrators and faculty dinner, further strengthening connections within our community; and cosponsored the Law and Humanities Workshop, a series of talks that explored the work of distinguished scholars at the cutting edge of the interdisciplinary field of Law and Humanities from anthropology, history, human rights, law, literature, to urban studies.

Additionally, we work to build community by connecting faculty through our communications efforts including our faculty profiles series. This spring, we launched a new video series in partnership with the Faculty of Arts and Sciences, featuring interviews with our Junior and Mid-Career Faculty grant awardees, highlighting their research and underscoring our commitment to diversity of background and experience.

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.



2023-24 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 formats that optimizes accessibility, effectiveness, and maintaining connection and community. We offered both virtual and in-person programs and events. 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* (that included spouses and partners) and the annual *Baby Shower* were held in person to foster community and relationship building.

2023-24 Programs and Events

<i>July</i>	CUPP Cookout CUPP Symposium and Mini Admissions Fair
<i>September</i>	New Faculty Meet and Greet Faculty Advancement Network's (FAN) Kickoff Law and Humanities Workshop
<i>October</i>	ArteSana: Celebrating the Life and Work of Josefina Báez Provost Diversity Fellows (PDF) Panel Being Latine at Columbia Panel and Reception Inkwell Academic Writing Retreat Provost's Postdoctoral Research Scientist and Scholar Lunch
<i>November</i>	Funding Faculty Research: Meet and Greet with Foundation Funders Equity-based Academic Leadership Workshop: Search and Hiring
<i>December</i>	Demystifying the Tenure Process Cookies and Cocoa Office of Academic Diversity and Inclusion Hot Cocoa Social
<i>January</i>	Having Difficult Conversations
<i>February</i>	Employing Empathetic Objectivity in the Classroom Columbia University Asian Faculty Association Gala HB/CU Connections Alumni Panel and Reception
<i>March</i>	AI Training for Facilitating Challenging Classroom Conversations Preview Days for Provost Diversity Fellows
<i>April</i>	Navigating the Path to Tenure AAADS Faculty and Administrators Dinner OWL New Faculty Reception Trans Disruptions: The Future of Change Funding Faculty Research for Early Career Scientists
<i>May</i>	Senior Faculty Panel/Cheers to the Year Post-PhD Career Pathways: Alumni Panel and Social Provost's Grants Programs Luncheon
<i>June</i>	Connect at Columbia: Using LinkedIn as a Student



Left: Angela Olinto; Right: Amy Rabinowitz

In Fall 2023, OWL's Director of Well-Being worked with colleagues from HR to develop a university-wide [Step Challenge](#) between Columbia and New York University. This program garnered support from leadership across Columbia and featured a walk on the Morningside campus with President Shafik and Interim Provost Mitchell. Columbia won the Challenge and the program generated much enthusiasm among our colleagues.

This year, OWL focused on addressing the needs of caregivers of both young children and adults/elders. We hosted three ongoing discussion groups, facilitated by Columbia faculty, for caregivers in our community in support of elder care, the transition to parenthood, and parenting of children ages 2-5 years. We continued our fall workshops detailing the admissions process for NYC public elementary, middle and high schools.

Individual consultations in the areas of schooling and child care, non-Columbia housing, and spouse/partner dual career

services were offered both virtually and in person. Virtual consultations often enabled spouses/partners to join discussions, supporting families' ability to make important decisions together.

OWL is committed to addressing needs related to our new work environment. Since the pandemic, OWL has worked with Columbia and CUIMC HR to draft a new [Flexible Work Arrangements Policy](#) and has supported the development of a Fully Remote Work Policy, both of which were published in Spring 2024. The New Work Environment Steering Committee, chaired by Gerry Rosberg, Senior Executive Vice President, and staffed by the Office of Work/Life, continues to meet and exchange ideas and best practices around hybrid and remote work, space planning, employee engagement, and more.

OWL liaises with [Emeritus Professors in Columbia \(EPIC\)](#), a professional and social fellowship of retired professors, researchers, and administrators, assisting with questions about University

policy and programs. Members are invited to attend events, including our faculty-only neighborhood walking tours, where they can meet and mingle with current faculty while learning the history of different communities EPIC continued to have dynamic programming including theatrical readings, musical performances, community programs, documentary film screenings and discussions with filmmakers, yoga, and more. This year, members heard from Ginny Papaioannou, Ellen Gruber Garvey, Simon Schama, Lynne Sagalyn, Eli Noam, Jane Spinak, Richard Bulliet, L. H. Lumey, Lawrence Honig, and Dirk Salmons, as part of the [EPIC Interludes](#) series. Members also heard from doctoral candidates through the [Douglas Chalmers Graduate Scholars Lectureship](#). David Ragazzoni (Political Science) gave the Spring 2024 lecture and Niccolò Bigagli (Physics) and Rebecca Sophie Marwege (Political Science) gave the Fall 2023 lectures.

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