

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

**ANNUAL REPORT
2021–2022**

Table of Contents

Introduction	1
Our Mission and Our Vision	1
Letter from the Provost	2
Letter from the Senior Vice Provost	3
Office of the Vice Provost for Faculty Advancement Timeline	4
By the Numbers Highlights	6
Supporting and Celebrating Inclusive Excellence	8
Faculty Recruitments in the Area of LGBTQ+ Scholarship	8
Faculty Recruitments in the Area of Race and Racism Scholarship	10
Reviewing and Revising Our Publications	12
Junior and Mid-Career Faculty Grants	14
Addressing Racism Faculty Seed Grants	16
Addressing Racism Faculty Seed Grants: Impact	18
Connecting, Supporting, and Developing Scholars	
across the Career Span	20
Inclusive Faculty Pathways	20
Provost Diversity Fellowship Program	22
Building Community through Communications	24
Developing Faculty	26
Cultivating a Sense of Belonging and Welcoming Our New Faculty	29
Faculty Mentoring and Service Awards	30
Office of Work/Life	32
Building Diversity Efforts across Columbia	36
Supporting Columbia's Faculty Pathways Efforts	36
<i>Guide to Equity-Based Graduate Admissions</i>	38
Fostering a Climate of Inclusiveness	39
Launching the Provost's Postdoctoral Research Scientist and Scholar Program	40
Provost's Advisory Council for the Enhancement of Faculty Diversity	42
Leading and Innovating across the Academy	44
Collaborating with External Partners	44
Provost's Initiative to Support Faculty Cluster Hiring	45
<i>LGBTQ+ Guide: Resources to Foster an Affirming Community for LGBTQ+ Faculty and Staff</i>	46
Looking Ahead	48
Our Team	48
Our Partner Offices	50
Abbreviations	51

Introduction

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 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.



Letter from the Provost

Dear Colleagues:

I am delighted to introduce the inaugural annual report of the Office of the Vice Provost for Faculty Advancement, an office that spearheads efforts to build a more representative faculty through a broad range of programs, including targeted recruitment, professional development, faculty grants, and pathways programs. Its portfolio continues to expand and its impact is palpable; the Fall 2021 cohort of incoming faculty was the most diverse in our institution's history, and the Faculty Advancement portfolio has certainly contributed to that milestone achievement.

This inaugural annual report peels back the curtain on the programming driving change. These pages will give insight into the Faculty Diversity Initiative, a \$185 million commitment to advancing faculty diversity and the “crown jewel” of the office's portfolio. This initiative has expanded in recent years to include the Cluster Hire Initiative in the Area of LGBTQ+ Scholarship; the Cluster Hire Initiative in the Area of Race and Racism Scholarship; research support to accelerate STEM cluster hiring; and accelerated Target of Opportunity hiring of Black, Latinx, and other historically underrepresented faculty.

Whether it is publishing Best Practices guides, leading Faculty Professional Development sessions, or organizing New Faculty Orientation (in conjunction with the Center for Teaching and Learning), the Faculty Advancement team strives to welcome, develop, support, and celebrate faculty throughout their careers. With the 2021 addition of the Inclusive Faculty Pathways initiative, the office's work has expanded to include those aspiring to academic careers. I would also like to acknowledge the Office of Work/Life, under the leadership of Associate Provost Amy Rabinowitz, for its extraordinary efforts to accommodate the caregiving and family needs of faculty.

I look forward to the further development of Faculty Advancement programs and initiatives, as we seek to make Columbia a place where all faculty can thrive.

Sincerely,

Mary C. Boyce, PhD, MS

Provost

Professor of Mechanical Engineering



Letter from the Senior Vice Provost for Faculty Advancement

Dear Colleagues,

I am excited to share the first annual report of the Office of the Vice Provost for Faculty Advancement. We had planned to launch this project two years ago, but our work was interrupted with two pandemics. The first was COVID-19. Then we witnessed the murder of George Floyd, which brought a national racial reckoning that added a sense of urgency and renewed purpose to our work. One example is the overwhelming response to our call for Addressing Racism Faculty Seed Grants, which led the Trustees to offer additional support to fund all viable projects. Analysis of the effectiveness of these projects is well underway, thanks to Nabila El-Bassel and her colleagues.

Despite the turmoil that 2020 brought to all aspects of our lives, I am proud to say that we have seen a palpable shift in Columbia's response to structural racism. We have pushed beyond inclusivity to be actively antiracist as an institution. This has been an inflection point, one that has brought rapid growth and the expansion of our portfolio.

There is not enough space to list all the individuals and organizations who make our work possible, but I will acknowledge just a few. The leadership of Provost John Coatsworth, Interim Provost Ira Katznelson, and now, Provost Mary Boyce, has been crucial. My predecessors in Faculty Diversity and Inclusion—Jean Howard, Geraldine Downey, and Andy Davidson—laid the foundation for all that we do. We thank our partners in the Office of the Provost, including the Center for Teaching and Learning, as well as deans and administrators who implement Columbia's diversity mission at the school level.

I would like to extend my heartfelt gratitude to the Provost's Advisory Council for the Enhancement of Faculty Diversity, a group of faculty leaders whose tireless efforts guide and facilitate our work. The Advisory Council members serve as reviewers for awards and recruitments and spearhead the development of new projects, including our Best Practices guides. In the past 18 months alone, we published the *LGBTQ+ Guide* (presenting it at national conferences); we drafted a new *Equity-Based Graduate Admissions* guide, and we are now working on revisions to our *Faculty Search and Hiring* guide and an evaluation of the Addressing Racism Seed Grants.

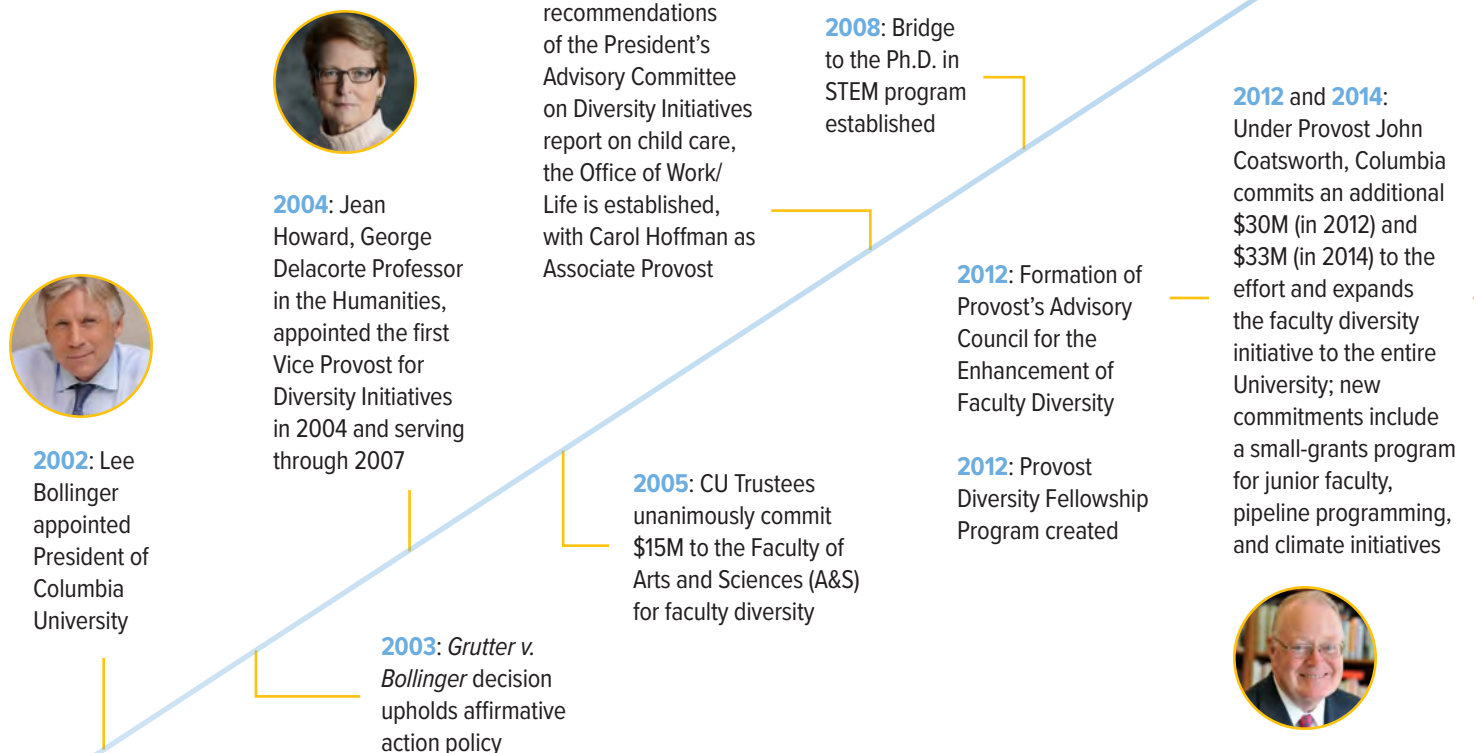
Our portfolio has undergone two expansions: one in 2019 to add the Faculty Advancement and Office of Work/Life portfolios; and another, in 2021, with the addition of the Inclusive Faculty Pathways portfolio. I want to acknowledge each of the teams here. The Work/Life team, under the leadership of Amy Rabinowitz, has been vital for helping faculty navigate the impact of COVID-19 and the return to the office. Finally, thanks to the faculty, staff, and students who inspire us to make Columbia a better place. I am proud of what we have accomplished, but there is always more work to be done.

Best wishes,

Dennis A. Mitchell, DDS, MPH

Executive Vice President for University Life
Senior Vice Provost for Faculty Advancement
Professor of Dental Medicine at CUIMC

Office of the Vice Provost for Faculty Advancement Timeline





2017: Amy Rabinowitz appointed Associate Provost for Work/Life

2020: *Best Practices for Inclusive Remote Work in the Academy* (addendum to Climate guide) published



2018: *Guide to Best Practices in Faculty Retention* published



2021: Dennis Mitchell named Executive Vice President for University Life and Senior Vice Provost for Faculty Advancement



2021: Inclusive Faculty Pathways initiative created under Associate Provost Adina Berrios Brooks

2021: *Columbia University LGBTQ+ Guide: Resources to Foster an Affirming Community for LGBTQ+ Faculty and Staff* published



2020: In response to the racial reckoning following the police murder of George Floyd, the Office of the Provost creates the Addressing Racism Initiative, which includes panel discussions, a mini-institute with the School of Social Work, and a Seed Grant initiative. The Board of Trustees contributes \$300,000 to fund all submitted projects. President Bollinger releases a statement entitled "Columbia's Commitment to Antiracism" and convenes a working group of University leaders with subcommittees: Student Experience; Faculty Hiring, Support, and Capacity Building; Staff Experience; Inclusive Public Safety; and Neighborhood Partnerships

2019: Office of the Vice Provost for Faculty Diversity and Inclusion expands and is renamed the Office of the Vice Provost for Faculty Advancement (OVPFA); the Office of Work/Life joins the Faculty Advancement portfolio

2019: OVPFA assumes stewardship of Provost Leadership Fellows (PLF)

2019: *Guide to Best Practices for Departmental Climate* published



2020: The Faculty Diversity Initiative faculty recruitment programs also accelerated at this time, including a new Office of the Provost Cluster Hire Initiative in the Area of Race and Racism; research support to accelerate STEM cluster hiring; and increased/accelerated Target of Opportunity hiring of faculty of Black, Latinx, and other historically underrepresented tenured or tenure-track faculty



2014: Dennis Mitchell joins the Office of the Provost as Senior Associate Provost for Faculty Diversity and Inclusion

2019: First All-Faculty Orientation offered in conjunction with the Center for Teaching and Learning; faculty development programs expanded

By the Numbers



170+

junior and
mid-career faculty
grants awarded
University-wide



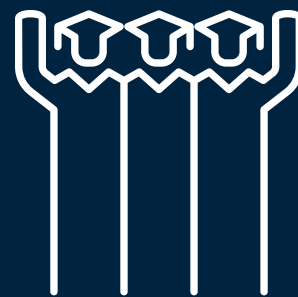
500+

students served
annually through
Columbia's **pathways**
programs



80+

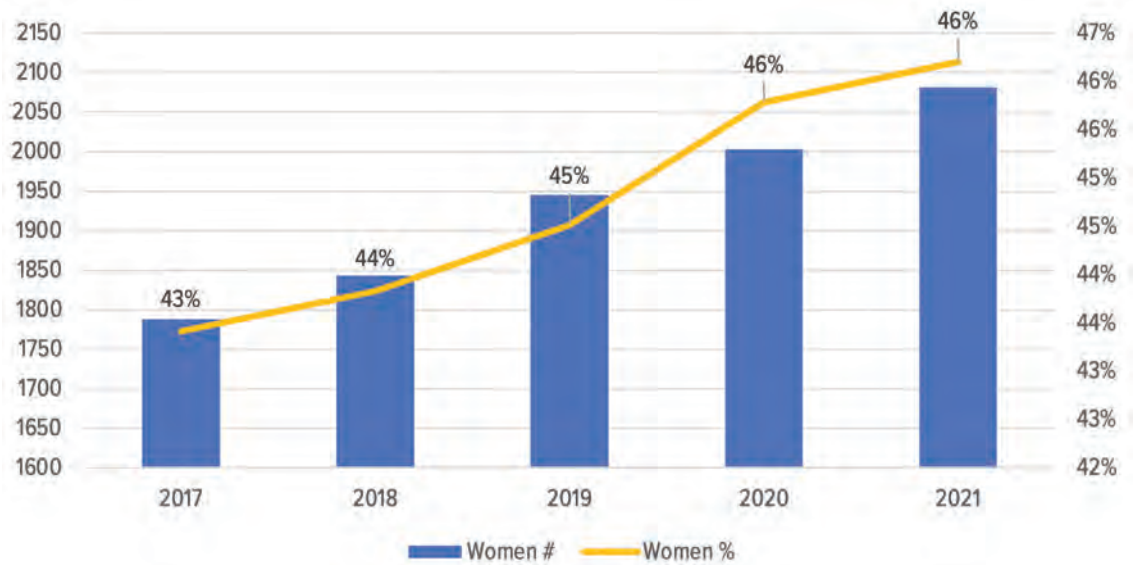
students in **16**
cohorts in the
Bridge to the Ph.D.
Program in **STEM**



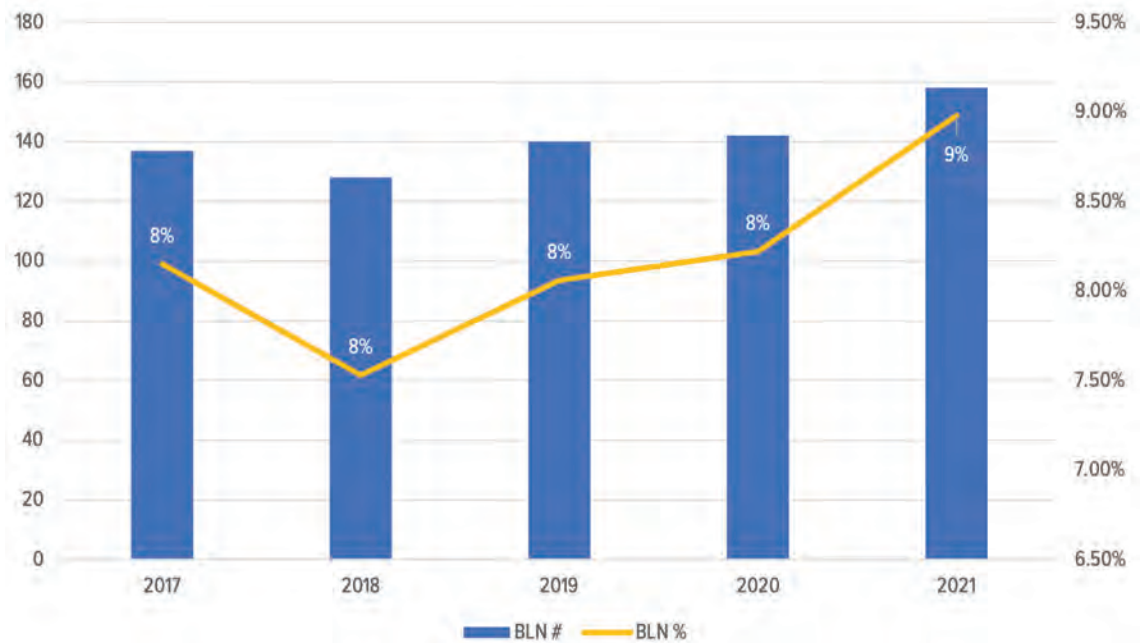
330+

Provost Diversity
Fellows

Full-time Tenured and Tenure-Track Faculty: Proportion of Women



Full-time Tenured and Tenure-Track Faculty: Proportion of Black, Latinx, and Native Faculty



Supporting and Celebrating Inclusive Excellence

Faculty Recruitments in the Area of LGBTQ+ Scholarship

Columbia's faculty, staff, students, and other trainees include scholars whose work focuses on diversity in sexual orientation, gender identity, and gender expression; the experiences of LGBTQ+ people; and the challenges they face.

The Office of the Provost has pioneered the [Cluster Hire Initiative in the Area of LGBTQ+ Scholarship](#) to promote the recruitment of faculty engaged in LGBTQ+ scholarship to Columbia. In 2016, the then Columbia provost John Coatsworth established the LGBTQ+ Scholarship Initiative as part of a larger effort to support the University's diversity goals and climate of inclusiveness. The \$3 million initiative called for proposals from University schools, departments, and units to advance the recruitment of outstanding faculty engaged in LGBTQ+ scholarship. This was the first initiative of its kind in the United States. Submissions were solicited via a University-wide request for proposals; and a committee of seasoned faculty members, from both the Morningside and Medical Center campuses, conducted the review.

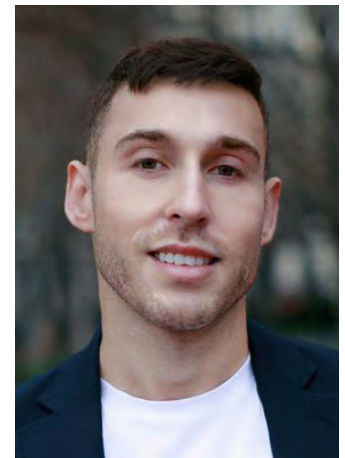
"The idea that Columbia has a whole comprehensive initiative for recruiting faculty and trainees on LGBTQ+ issues—I had just never heard of anything like that, to be honest, so it's truly remarkable. This is why I am honored to be part of the initiative. This is a model for provosts' offices to enhance LGBTQ+ diversity in STEM, in particular, but in general and throughout academia, this is something that is so important and really wonderful to see." —[Jon Freeman](#)



To date, the following faculty members have been successfully recruited with support from the LGBTQ+ Scholarship Initiative:



[George Chauncey](#), DeWitt Clinton Professor of American History and director of the Columbia Research Initiative on the Global History of Sexualities, works on the history of gender, sexuality, and the city, with a particular focus on American LGBTQ history, and teaches the course *Sexuality in the City*. He is the author of *Gay New York: Gender, Urban Culture, and the Making of the Gay Male World, 1890–1940*.



[Jon Freeman](#), associate professor of psychology, investigates how we perceive other people, including how we categorize others into social groups, infer their emotion or personality via facial cues, and more generally how we understand and react to our social world. In particular, his lab examines the cognitive and neural mechanisms underlying person perception; stereotyping and less conscious forms of bias; and decision-making in social contexts, including the interplay of social, emotional, and visual processes in a variety of perceptual and interpersonal judgments.



Jack Halberstam, professor of gender studies and English and director of the Institute for the Study of Sexuality and Gender, teaches on such topics as queer failure, sex and media, subcultures, visual culture, gender variance, popular film, and animation and published *Wild Things: The Disorder of Desire* (2020).



Tonda Hughes, Henrik H. Bendixen Professor of International Nursing (in Psychiatry) and associate dean for global health, has a distinguished career in substance abuse research focusing on women's mental health and is an internationally recognized expert in sexual minority (lesbian and bisexual) women's health. Her pioneering studies on the predictors and consequences of alcohol use among sexual minority women have received NIH funding since 1999 and have grown into the world's longest-running longitudinal study of alcohol use and health among sexual minority women.



Yannik Theim, associate professor of religion, examines how the meanings and possibilities of worlds and experience are shaped through textual, ritual, architectural, aesthetic, embodied, and spatial transmissions; and how such meaning-making and investment with value are bound up with gender, race, sexual desires, ability, coloniality, class, and age. Their current project is entitled *Queer Nuisances: Race, Religion, Sex, and Other Monsters*.



Julia Bryan-Wilson, professor of art history and archaeology, teaches LGBTQ Art History and is on the core faculty in Columbia's Institute for the Study of Sexuality and Gender. Her research interests include feminist and queer theory, theories of artistic labor, performance and dance, production/fabrication, craft histories, photography, video, visual culture of the nuclear age, and collaborative practices.

Faculty Recruitments in the Area of Race and Racism Scholarship

Initiated in 2020, the Office of the Provost Cluster Hire Initiative in the Area of Race and Racism Scholarship is designed to advance the recruitment of outstanding tenured/tenure-track faculty members engaged in race and racism scholarship. We in the Office of the Vice Provost for Faculty Advancement seek to support the recruitment of exceptional scholars who can enhance cross-disciplinary and cross-School collaborations.

To date, the following faculty engaged in such scholarship have been recruited through this program:



Nkemka Anyiwo

School of Social Work

“My work really speaks to understanding how young people define themselves. What are the cultural and social experiences that shape how Black youth determine what it means to be a Black person and contend with multiple aspects of their identity?”



Robert Eschmann

School of Social Work

“I explore the effects of online experiences on real-world outcomes on race and racism in the digital era, bridging the gap between virtual and face-to-face experiences. I also look at how the internet affects the way students of color experience, interpret, and respond to racial microaggressions; and I explore the relationship between technology and resistance.”



David Knight

*Faculty of Arts and Sciences,
Department of Sociology*

“I want to understand why those who are themselves personally affected by the criminal legal system come to the [criminal justice] movement as they do, and what the implications are for policymaking and for broader society. I wonder what the determining factors are in whether someone will become politicized or feel empowered and whether we can replicate those conditions to create that sense of agency in other folks.”



Naeem Mohaiemen

School of the Arts, Visual Arts

“My work is an archive-based research practice, which expresses itself through photography, film, and writing. I work in drawing and three-dimensional sculpture sometimes, but those are much smaller forms. I think the challenge is that so much of the post-independence archives have not been well-preserved.”



New Recruits in Race and Racism Scholarship

Though not hired through the Office of the Provost Cluster Hire Initiative in the Area of Race and Racism Scholarship, these scholars also conduct research in this area:



Mario Small

*Faculty of Arts and Sciences,
Department of Sociology*

“After Black Lives Matter, people are using the term structural racism, and all this sounds great, but there’s a lot of jargon and not a lot of clarity about exactly what you mean by structural racism: What’s the structure? This is a social science concept, but how do I observe it?”



Andrew McCall

*Faculty of Arts and Sciences,
Department of Political Science*

“As I understand it, we have come to a place where we’re balancing between two legitimate objectives: of having more effective policing, but also of having policing that responds to the needs of the people that are being policed. This tension is at the heart of my work.”

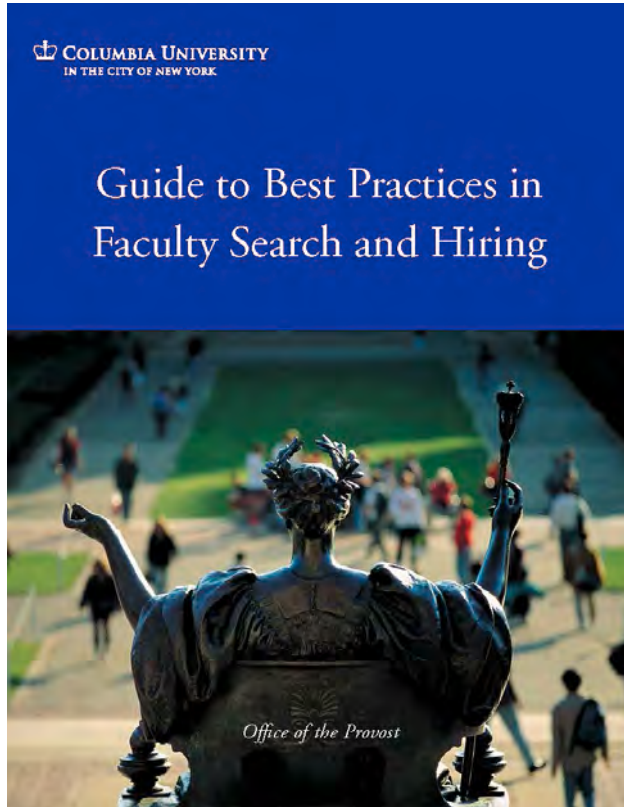


Marissa Thompson

*Faculty of Arts and Sciences,
Department of Sociology*

“Inspired by my time as an engineering student, I study major selection and how students move through higher education institutions; how they are siloed into different fields by the administration, by their own interest, or by their peers.”

Reviewing and Revising Our Publications



Though our guides are published in print form, updates to the literature and to best practices require regular review and updating.

In July 2016, we produced the [*Guide to Best Practices in Faculty Search and Hiring*](#), which combines best practices drawn from meetings with deans, department chairs, and faculty members, and borrows from materials created by universities across the country. The Provost's Advisory Council for the Enhancement of Faculty Diversity provided key leadership and counsel and the Best Hiring Practices Working Group provided invaluable contributions.

Five years later, the OVPFA aims to update the guide with the goal of enhancing various elements including, but not limited to:

- Best practices in recruitment, before, during, and after the search
- Resources for search committee members
- Guidelines for information on accepting and evaluating candidate diversity statements

In revising the guide, we have started initial research and literature reviews on equitable search and hiring practices. This work is being led by Gita Johar, Meyer Feldberg Professor of Business and Provost's Advisory Council member. She was assisted by Callum Blackmore, a doctoral candidate in historical musicology and our Spring 2022 fellow in the [Graduate School of Arts and Sciences Fellowships in Academic Administration \(FAA\)](#) program.

We would like to acknowledge Katherine W. Phillips for her contributions, not only to this guide but to the University as a whole. She was a renowned expert on diversity in the workplace and was the first African American woman to become a tenured professor at Columbia Business School. Her legacy lives on through her initiatives to increase the recruitment and development of diverse faculty and through programs aimed to help future leaders understand the inherent value of diversity and inclusion.

Katherine W. Phillips



Junior and Mid-Career Faculty Grants

Our small grants programs recognize excellence among our [junior](#) and [mid-career](#) faculty and aim to foster their career development and success.

The [Junior Faculty Small Grants Program](#), launched in Fall 2012, is a one-year small-grants program designed to support and advance the career development of outstanding junior faculty who contribute to the diversity goals of the University through their research, teaching, and mentoring activities. To date, over 150 grants have been awarded University-wide.

“I am sincerely grateful for the Provost Grants Program. The grant allows me to conduct fieldwork and archival research in understanding whether board diversity has a “cascade” effect on rank-and-file employees within an organization. It also enables me to undertake interviews, with not only corporate leaders but also many rank-and-file employees, and to collect novel data on not only long-term financial outcomes but also other indicators of firm performance that are traditionally overlooked ...”

—[Wei Cai](#), Junior Faculty Grants awardee

The 2021–2022 recipients are:



Ishmail Abdus-Saboor, assistant professor of biological sciences (in the Mortimer B. Zuckerman Mind Brain Behavior Institute), A&S
Does Brain Activity in the Naked Mole-Rat Govern Cooperative Social Life?



Elham Azizi, assistant professor of biomedical engineering and Herbert and Florence Irving Assistant Professor of Cancer Data Research (in the Herbert and Florence Institute for Cancer Dynamics and in the Herbert Irving Comprehensive Cancer Center), SEAS
Machine Learning for Characterizing Spatial Dynamics in Tumor Tissues



Sorcha Brophy, assistant professor of health policy and management, MSPH
Negotiating Health Care Coverage for Foster Youth: A Pilot Study



Wei Cai, assistant professor of business, CBS
Diversity Cascade



Maya Deyssenroth, assistant professor of environmental health sciences, MSPH
Predictive Biomarkers of Cerebrovascular Health among Women Who Experienced Preeclampsia during Pregnancy



Rob Eschmann, associate professor of social work, SSW
Protecting Students against Racism in Educational Settings: Developing and Evaluating a Virtual Reality-Based Intervention



Talia Gillis, associate professor of law, CLS
Fairness Implications of Bargaining and Search Behavior in Mortgage Origination and Servicing



David Kalfa, Florence Irving Assistant Professor of Surgery, VP&S
A Softrobotics Sensing and Actuating Cardiac Compression Sleeve for a Personalized Treatment of Heart Failure in Children and Adults



José L. McFaline-Figueroa, assistant professor of biomedical engineering, SEAS
Genetic Determinants of Tumor-Immune Cell Interactions



Cynthia Rush, Howard Levene Assistant Professor of Statistics, SEAS
Machine Learning Methods for Robust Data Analysis



Gerard Torrats-Espinosa, assistant professor of sociology, A&S
The Impact of Workplace Diversity on Police Officer Behavior: Quasi-Experimental Evidence from the Chicago Police Department



Yamil Velez, assistant professor of political science, A&S
A Descriptive and Causal Analysis of Latino-Targeted Misinformation



Samantha Winter, assistant professor of social work, SSW
Water Is Life: Exploring Women's Resilience in the Face of Water Scarcity and Inequalities in Informal Settlements in Nairobi, Kenya

The [Mid-Career Small Grants Program](#), launched in Spring 2018, is designed to support Schools' diversity plans by advancing the career success of outstanding mid-career faculty who have received tenure for the first time in the previous seven years. Awards are granted to those who have made a recent, significant contribution to their field, and who contribute to the diversity goals of the University by their research, teaching, and mentoring activities. To date, over 20 grants have been awarded.

The 2021–2022 recipients are:



Heidi Allen, associate dean for research, associate professor, SSW
Preparing Social Workers for the "Psychedelic Revolution" to Promote Equity in Mental Health



Catherine Fennell, associate professor of anthropology, A&S
Ends of the House: Racism and Remediation in the Late Industrial Midwest



Addressing Racism Faculty Seed Grants

In 2020, we reflected on the devastating impact of the COVID-19 pandemic and the public reckoning following the recent murders of African Americans at the hands of police. Understanding the need for a University-wide effort to address the pervasiveness of race and racism in our society and in the academy, OVPFA created the [*Addressing Racism: A Call to Action for Higher Education*](#) initiative. The effort began with a public forum moderated by Journalism faculty member June Cross and included a three-session “Mini-Institute” with the School of Social Work entitled “Moving beyond Symbols and Performance: A Radical Reimagining of Antiracist Selves and Institutions.” We also issued a call for faculty seed grants designed to facilitate collaborative dialogue, action, and insight for systemic change toward racial equity.

Due to the overwhelming response to the initial call for proposals for faculty seed grants, the Board of Trustees provided funding to more than double the original expected number of funded projects (57 projects in 2021). We also partnered with the [*Institute for Religion, Culture and Public Life*](#) to fund projects at the intersection of race/racism and religion, belief, and/or secularism.

The Fall 2021 call for proposals was reviewed by the University Climate subcommittee of the Provost’s Advisory Council for the Enhancement of Faculty Diversity, resulting in 13 funded projects.



The 2021 Seed Grant awardees are:

- *The Sky Is for Everyone, The Land Isn't*—Marcel Agüeros, Astronomy; Frances Negron-Muntaner, English and Comparative Literature; Kevin Fellezs, Music and African American and African Diaspora Studies
- *A Simulation-Based Education Pipeline Summer Program to Introduce Diverse High School Students to Careers in Health Care*—Kellie Bryant, Nursing; David Wang, Anesthesiology
- *Enhancing the Reach and Scope of the Pediatric Diversity and Inclusion Council Curriculum*—Marina Catallozzi, Pediatrics and Population and Family Health; Amanda Esteves, Clinical Pediatrics
- *Just Care in the Justice System: Educating Medical and Dental Trainees to be Advocates for the Care of Incarcerated and Undocumented Patients*—Trudi Cloyd, Emergency Medicine; Robert Fullilove, Sociomedical Sciences (in Social Work)
- *In These Hallowed Halls, Alumni Showcase Project*—Christine Hendon, Electrical Engineering; Helen Lu, Biomedical Engineering
- *Bold Conversations Program*—Patrice Malone, Psychiatry; Claude Mellins, Medical Psychology (in Psychiatry and Sociomedical Sciences)
- *Mentorship Support Groups for Black, Indigenous, People of Color Medical Professionals*—Wendy Vargas, Neurology; Minnelly Vasquez, Licensed Clinical Social Worker
- *Queen Mother of Harlem: The Story of Sister Aisha*—Hisham Aidi, International and Public Affairs
- *Pedagogy, Place, and Publics: An Equity Analysis of GSAPP Historic Preservation Studios*—Erica Avrami, Andrew Dolkart, Jorge Otero-Pailos, Architecture, Planning and Preservation
- *Assessing Capacity for Racial Equity Work in Health Care Organizations: A Pilot Grant*—Sorcha Brophy, Health Policy and Management
- *Black Lives in the Diaspora: Past / Present / Future*—Frank Guridy, History, African American and African Diaspora Studies
- *Multi-Tiered Care: Investigating How Segregated Care Manifests at Academic Medical Centers*—Daniel Neghassi, Medicine (in the Center for Family and Community Medicine)
- *Health Equity Rounds: Mitigating Implicit Racial Bias through Real-life Cases*—Wendy Vargas and Carolyn Barley Britton, Neurology

In addition to the faculty seed grants, OVPFA partnered with University Life to launch the [Racial Justice Mini-Grant Program](#) for students to share innovative ideas to address racism.

Addressing Racism Faculty Seed Grants: Impact

In January 2022, the Metrics and Evaluation work group of the Provost’s Advisory Council for the Enhancement of Faculty Diversity developed a questionnaire to assess the short-term and potential long-term outcomes of the inaugural Addressing Racism seed grant awards. Led by Nabila El-Bassel, the work group members—Helen Lu, Maria Victoria Murillo, Desmond Patton, and Anne Taylor—collected data from the Fall 2020 seed grant recipients (57 principal investigators; 103 faculty investigators). A summary of their work follows:

There was a 74 percent response rate to the seed grants survey, and nearly half the faculty investigators responded. The committee determined that faculty sought to address issues of structural racism and racial equity through the following:

- Collaboration among schools/departments/disciplines on education and curricula related to structural racism and racial equity
- Training and capacity building on structural racism, and racial equity for faculty and students
- Research on racism and racial equity
- Involvement of stakeholders and community in delivering new approaches/services that address racism and racial inequity

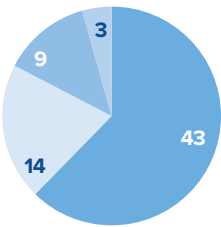
General outcomes and impact for the seed grant projects also aimed to:

- Enhance faculty and student knowledge and engagement
- Train medical providers in clinical settings
- Improve community member (i.e., patient, service-recipient) experience

In 2020–21, the Fall 2020 seed grant recipients hosted the following programs and events:

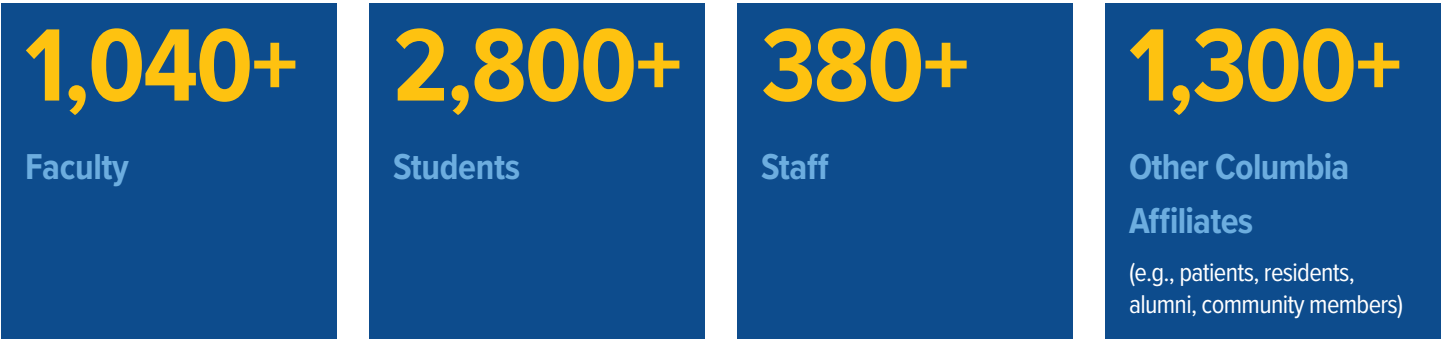
Program Modality

- Zoom/Virtual
- Hybrid (In-Person and Virtual)
- In-Person
- Other



By the Numbers

The survey showed that through programming, research, and outreach, the seed grant projects engaged:



Seed Grant Project Highlight: *Black Lives in the Diaspora: Past / Present / Future*

Black Lives in the Diaspora: Past / Present / Future is an ongoing scholarly book series in the field of Black studies published by Columbia University Press (CUP) in partnership with Howard University's College of Arts and Sciences and Columbia University's African American and African Diaspora Studies Department. This collaboration between a historically Black university and an Ivy League university's press and faculty is the first of its kind in academic publishing, and it represents the first step in a larger partnership between the two universities to publish more robustly in Black studies and to recruit and support a cohort of editorial fellows to provide an entryway for recent graduates from historically Black colleges and universities (HBCUs) into the publishing industry. The series aims to showcase scholarship and writing that enriches our understanding of Black experiences in the past, present, and future.

Editorial board members are:

Howard University

Clarence Lusane, Professor of Political Science, and Former Chair,
Department of Political Science

Rubin Patterson, Dean, College of Arts and Sciences, and
Professor of Sociology

Nikki Taylor, Chair, Department of History, and Professor of History
Amy Yeboah, Associate Professor of Afro-American Studies

Columbia University

Kevin Fellezs, Associate Professor of Music and African American and
African Diaspora Studies

Farah Jasmine Griffin, Chair, African American and African Diaspora
Studies Department, and William B. Ransford Professor of English and
Comparative Literature and African American Studies

Frank Guridy, Associate Professor of History and African American
and African Diaspora Studies

Josef Sorett, Dean of Columbia College and Vice President of
Undergraduate Education, and Professor of Religion and
African American and African Diaspora Studies

Last year, the editorial board received a large volume of high-caliber submissions and inquiries from authors interested in publishing their work in the series. They convened and

discussed 33 proposed manuscripts. Three authors have been offered contracts and three additional projects have been peer reviewed and are awaiting approval by Columbia University Press's Faculty Publication Committee. The pipeline of projects for review by the editorial board remains consistent both in number and in caliber and highlights work from emerging and well-established scholars across the country, from both HBCU and non-HBCU institutions.

The manuscripts under contract are:

1. Paul Joseph Lopez Oro, *Indigenous Blackness in the Americas: The Queer Politics of Self-Making Garifuna in New York*
2. Gladys Mitchell-Walthour, *The Politics of Survival: Poor Black Women's Politics and Political Opinions in Brazil and the United States*
3. Brandy E. Underwood, *The Black Crowd: Leadership, Affect, and Racial Uplift in African American Literature*

The projects awaiting CUP faculty board approval are:

1. James V. Koch and Omari Swinton, *Removing the Veil: On the Value of Historically Black Colleges and Universities*
2. Imani Owens, *To Turn the World Upside Down: Folk Culture, Imperialism, and U.S. Caribbean Literature*
3. Rubin Patterson and Clarence Lusane, *African Americans in Post-White America*

Connecting, Supporting, and Developing Scholars across the Career Span

Inclusive Faculty Pathways

The [Inclusive Faculty Pathways](#) initiative was established in Summer 2021. It serves as the administrative hub for University programs and activities designed to increase access to the professoriate for those historically underrepresented in the academy. This builds upon long-standing pathways programs, including our [Provost Diversity Fellowship Program](#) and [Bridge to the Ph.D. Program in STEM](#), as well as school- and department-based initiatives.

The initiative seeks to expand access for historically underrepresented students to Columbia's graduate programs, to deepen a sense of community and belonging among both underrepresented students and pathways program participants, and to enhance support available to those students and faculty who work with them. We do this through supporting and building pipeline efforts across the University, promoting equity-based graduate admissions, and working with partner offices to improve climate and support students in their academic careers.



“It has become clear that we must move beyond recruiting from a limited pool of existing faculty. Our goal is to make an academic career more attractive—and more possible—than before for underrepresented scholars.”

—Adina Berrios Brooks

Associate Provost for Inclusive Faculty Pathways



This year, the initiative has launched:

- **Columbia University Pathways Programs (CUPP):**

Columbia is home to many programs that serve as a bridge for candidates from historically underrepresented groups to advance from high school to undergraduate studies, undergraduate to graduate studies, graduate studies to faculty positions, and junior faculty positions to research independence. Through CUPP, these programs share best practices and collaborate on shared programming for participating students.

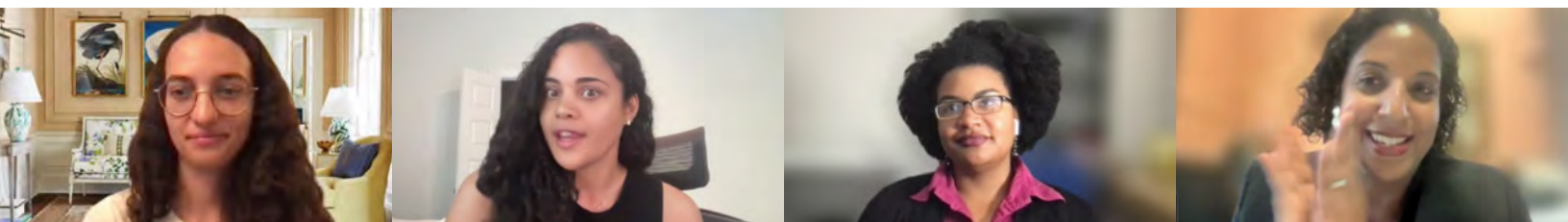
- **Equity-Based Admissions Working Group and Guide:**

The Equity in Graduate Admissions working group assembled to develop a resource guide to ensure equity and enhance diversity in our graduate programs' applicant pools, enrollment, and graduation rates.

- **Provost Postdoctoral Research Scientist and Scholar program:**

This program was developed to recruit emerging historically underrepresented scholars and nurture their early career development.

Below: In June, CUPP hosted "Connect @ Columbia: Using LinkedIn as a Student," an event for students in the summer research programs. Panelists Imaani Easthausen (MSPH '19), Lucitania Hernandez, and Elizabeth Rodriguez (GSAS '10) discussed their Columbia experience and how they use LinkedIn to expand their professional network. The event was moderated by Adina Berrios Brooks, Associate Provost for Inclusive Faculty Pathways, and kicked off a summer of new programming.



"We in the Senate are incredibly excited about the initiatives being put in place by the University to address the issues of diversity and inclusion. I commend the University Senate Commission on Diversity for its thoughtful work in this area, which has laid the foundations for the Inclusive Faculty Pathways Program and the work of the Columbia University Pathways Program (CUPP). These vital initiatives will enhance students' experience and allow them to connect and network with peers."

—Jeanine D'Armiento

Professor of Medicine (in Anesthesiology and in Physiology and Cellular Biophysics),
Vagelos College of Physicians and Surgeons

COLUMBIA UNIVERSITY PATHWAYS PROGRAMS

Connect @ Columbia:
Using LinkedIn as a Student

Would you like to learn how to create a compelling LinkedIn profile?
Do you already have one, but are not sure how it can benefit you?

WEDNESDAY, JUNE 22 @3PM -- ON ZOOM
REGISTER AT [BIT.LY/CUPP-LINKEDIN](https://bit.ly/cupp-linkedin)

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

ELIZABETH RODRIGUEZ (PANELIST)

IMAANI EASTHAUSEN (PANELIST)

LUCITANIA HERNANDEZ (PANELIST)

JEN LEACH (LINKEDIN EXPERT)

ADINA BERRIOS BROOKS (MODERATOR)

Provost Diversity Fellowship Program

Established in 2012, the [Provost Diversity Fellowship Program](#) aims to promote diversity, inclusion, and equity in pathways to the professoriate by reducing barriers to access for doctoral study at Columbia. The program hopes to serve US citizens and permanent residents who have overcome systemic challenges or hardships in their academic pursuits and who have demonstrated a strong commitment to engaging in issues of diversity. We are grateful for our partnership with the

Office of Academic Diversity and Inclusion in the Graduate School of Arts and Sciences (OADI), which generously extends its programming—often targeted to the unique needs of students from historically underrepresented groups—to include our fellows. Fellowship recipients receive a one-time stipend as well as priority consideration for professional development opportunities throughout their doctoral studies.



“Time and time again, I am reminded that the more I move up in academia, the fewer folks I can relate to. This was not the case during the First-Generation Roundtable event. The faculty ... shared immensely relatable experiences ... their stories communicated an important message ... that despite feeling lost and at times out of place, I am also more than capable and very much belong exactly where I am currently as a PhD student at Columbia University.”

—**Claudia Espinoza-Heredia**
first-year PhD student, Graduate School of Arts and Sciences



“I came to the US over twenty years ago with the hope that one day I’d be able to pursue a PhD and do public health research, but after getting my MPH at Mailman ... I became undocumented and was underemployed for several years. ... By the time I became a permanent resident, I was approaching middle age and had many family responsibilities. Being part of the Provost Diversity Fellowship not only made my first year in my PhD program financially feasible, but also told me that I’d be welcomed at Columbia with all my experiences.”

—**Oscar Jiménez-Solomon**
second-year PhD student,
Columbia School of Social Work



Provost Diversity Fellows welcome reception



“Columbia University’s Provost Diversity Fellowship has given me the opportunity to connect with graduate students like me, who are committed to fostering a more diverse, inclusive, and equitable pathway in academia. It has been inspiring to interact with and learn from peers ... from a wide variety of departments and circumstances. And the fellowship has allowed me to act as a mentor and pass along my own learnings from academic life to incoming cohorts, so that we can continue to build upon each other’s work to create a more inclusive environment.”

—**Kinnari Shah**

third-year PhD student,
Columbia Engineering



“I may not have come to Columbia if not for the Provost Diversity Fellowship. The existence of the fellowship, as well as the support it provides, demonstrated to me that Columbia has a real commitment to promoting diversity within academia.”

—**Olufemi (Femi) Olaleye**

third-year PhD student, Graduate
School of Arts and Sciences



“The Provost Diversity Fellows Program not only provides opportunities for professional development; it also fosters crucial connections among historically underrepresented doctoral students across Columbia.”

—**Adina Berrios Brooks**

Associate Provost for Inclusive
Faculty Pathways

Building Community through Communications

Faculty Profiles

Launched in 2019, the [Faculty Profiles](#) series features in-depth conversations with faculty on topics beyond their current research and teaching. Using a conversational, Q-and-A format, we learn about pivotal career moments in the lives of our faculty, what inspires them, what challenges they face, and what they do when they're not on campus.

FACULTY INSIGHTS:

"Limeños in particular are very sharp and witty, and I really like the spectacle and the fireworks of the spoken word, but it wasn't just because it was hard and different; it was also exciting and illuminating."

DANIEL ALARCÓN
Assistant Professor of Journalism
Columbia Journalism School



“

I run a database called [ToxicDoc.org](#), which is the world's largest collection of once-secret documents on industrial poisons. I have taught classes on research methods, the non-biomedical determinants of health, and health activism.”

MERLIN CHOWKWANYUN

DONALD GEMSON ASSISTANT PROFESSOR
OF SOCIOMEDICAL SCIENCES
MAILMAN SCHOOL OF PUBLIC HEALTH

 COLUMBIA | Faculty Advancement
Faculty Diversity and Inclusion, Office of Work/Life



Faculty Snapshots

During the pandemic, which presented so many challenges for our faculty, we wanted to offer an opportunity to connect with stories of resilience, self-care, and optimism. [Faculty Snapshots](#) feature candid, informal photos along with recommendations for books, podcasts, music, or binge-watching, which were posted to Twitter and Instagram as well as on our website. University Life shared these with their student audiences to help students feel connected with their professors.

Columbia Faculty Advancement

@ColumbiaFaculty

Faculty Advancement, Faculty Diversity and Inclusion, Inclusive Faculty Pathways | Office of Work/Life | Office of the Provost

New York, NY facultyadvancement.columbia.edu Joined January 2017

1,641 Following 963 Followers



Social Media

Twitter (as of June 22, 2022)

1,718 tweets

1,023 followers

Our Twitter account, [@ColumbiaFaculty](https://twitter.com/ColumbiaFaculty), has our most engaged audience and offers a platform for our office to promote events, celebrate faculty accomplishments, and announce award recipients.

Key Campaigns:

[#ColumbiaNewFacultyWelcome](#) introduced new faculty, along with their research interests and a photo. By tagging the school and/or department, this campaign created the opportunity for faculty to meet their colleagues on Twitter. Sharing a photo provided visibility, which was especially meaningful for underrepresented faculty.

The [#ColumbiaSeedGrants](#) campaign featured photos and the project names for the recipients of Faculty Seed Grants, along with a link to their project website. These tweets, which tagged individual faculty and their schools, had particularly high engagement, as many projects were interdisciplinary in nature.

LinkedIn: The [Columbia Faculty](#) LinkedIn page (241 followers as of June 22, 2022) is where we share news of events open to the public, key initiatives, and faculty awards.

Slack: The [Faculty Slack](#) workspace was created in 2020 in an effort to provide a line of communication between faculty, our office, and the faculty we support. We envisioned this space to be a virtual cafe or faculty lounge, supporting small talk in a general channel, with the option for 1:1 direct messaging or the creation of private channels. To date, 396 faculty have joined this workspace.

Developing Faculty

OVPFA aims to support Columbia faculty throughout their academic careers by connecting them to tools, resources, and campus partners for professional advancement opportunities.

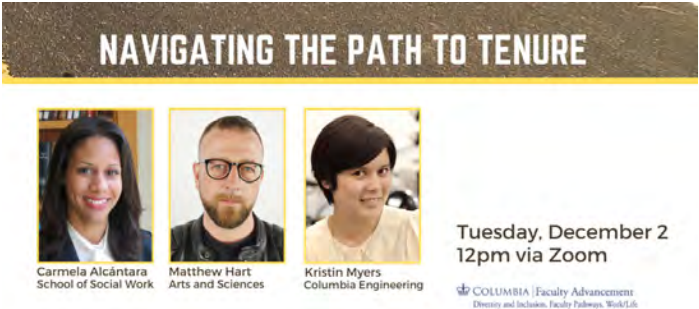
Through these professional development programs, we hope faculty are better equipped not only to advance through their careers and achieve long-term professional success but also to help recruit and retain stellar and diverse faculty at Columbia.

Building upon the successful Junior Faculty Career Development Program, OVPFA offers [faculty development workshops](#) that focus on career success in teaching and learning; research, writing, and publication development; and the like for all faculty at all career stages. This academic year we hosted both virtual and in-person sessions on topics related to:

- Navigating the tenure review process, with a presentation by the vice provost for faculty affairs and with a panel of recently tenured faculty colleagues who shared their experiences and offered strategies
- Learning about social media platforms like LinkedIn as a professional networking tool and how to create powerful LinkedIn profiles
- Developing a professional brand to position faculty as thought leaders as we shift from remote to in-person conferences
- Understanding best practices in onboarding, mentoring, and training, with particular attention to historically underrepresented students and trainees in the academy
- Highlighting best practices in teaching and antiracist assessment

“[The] NCFDD is an amazing resource for professional development training. The Core Curriculum gave me access to the key bits of information I need to be able to succeed in the academy.”

—**Teresa Lee**, Assistant Professor of Pediatrics



NAVIGATING THE PATH TO TENURE

Carmela Alcántara
School of Social Work

Matthew Hart
Arts and Sciences

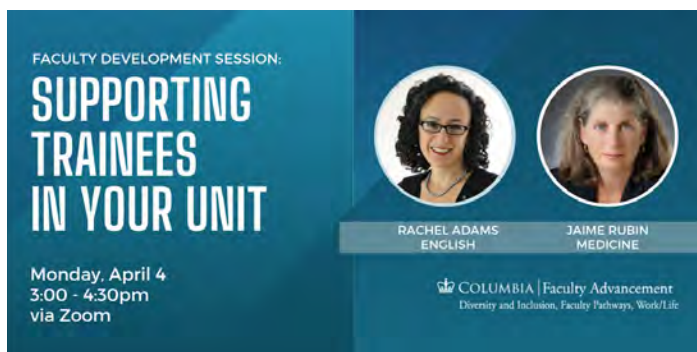
Kristin Myers
Columbia Engineering

Tuesday, December 2
12pm via Zoom

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

“Thank you for offering this timely session! It was nice to hit pause, reflect in community, and think about what I can do to energize myself during these stressful times.”

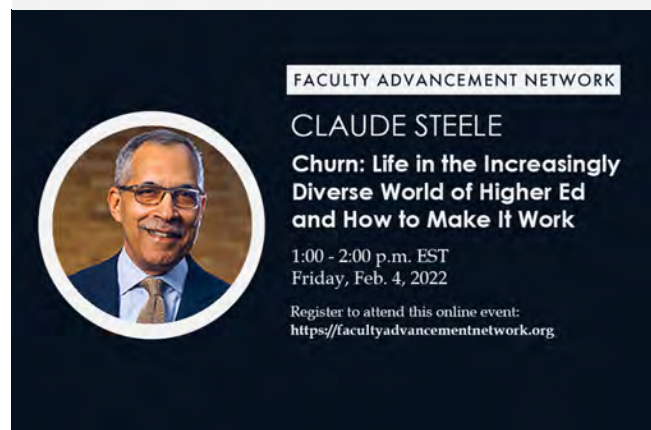
—**Faculty member**, CUIMC



In addition to these campus programs, we offer free workshops on topics such as strategic planning and goal-setting, productivity, developing a writing habit, and practicing self-care, through our institutional membership to the [National Center for Faculty Development and Diversity \(NCFDD\)](#). We also share resources from the Faculty Advancement Network (FAN), a 12-school, Ivy-plus consortium advancing diversity and inclusion in the professoriate. FAN's Inclusive Leadership Workshops included:

In the 2022–2023 academic year, we plan to add these new topics to our existing programming:

- Fundraising and Development (with Alumni Affairs)
- Writing to Be Seen: Increasing Your Impact for a Broader Audience (with Public Affairs)
- Silencing Your Inner Critic (with executive coach Patricia Hayling Price)
- Building Your Online Presence—Creating a Faculty Webpage (with Columbia University Information Technology)
- Parenting on the Tenure Track (with Office of Work/Life)





Cultivating a Sense of Belonging and Welcoming Our New Faculty

In conjunction with our partners across the University, OVPFA serves as a University-wide clearinghouse for faculty-related services and strives to build and cultivate community. In 2019, we worked with the Center for Teaching and Learning (CTL) to launch our first all-campus [New Faculty Orientation](#), which aims to complement school orientation activities by introducing a range of University resources and offices devoted to supporting faculty in their teaching and scholarship and in their lives beyond work. In 2020, this program went virtual, as an asynchronous Canvas course with modules accessible throughout the year. In 2021, we were able to combine the virtual orientation with an in-person meet and greet where new faculty representing 31 departments met their colleagues and Provost Mary Boyce, CTL Executive Director Catherine Ross, and EVP for University Life and Senior Vice Provost for Faculty Advancement Dennis Mitchell.



On Friday, September 17, we hosted the New Faculty Meet and Greet, our first live event since the COVID-19 lockdown; and faculty met Provost Mary Boyce, Vice Provosts, and their faculty colleagues from across the University.



In a video greeting, Provost Mary Boyce invites faculty to enroll in the online New Faculty Orientation.

Modules from:

- Center for Teaching and Learning
- Office of the Vice Provost for Faculty Advancement
- Office of Research Initiatives
- Office of the Vice Provost for Faculty Affairs
- Faculty Affairs at CUIMC
- University Libraries
- Health Sciences Library at CUIMC
- Office of Work/Life
- Columbia University Information Technology (CUIT)
- Office of Equal Opportunity and Affirmative Action

In addition, a new module, *Towards an Inclusive Columbia*, provided an overview of diversity, equity, and inclusion (DEI) resources for faculty and their students, including the CTL's [Guide for Inclusive Teaching at Columbia](#) and [Inclusive Teaching MOOC](#).

This year we also created a new monthly newsletter geared toward new faculty that shares updates from our office, highlights campus resources and services that support faculty success University-wide, and encourages faculty to review the New Faculty Orientation modules. Understanding that the first semester is crucial for building social connections, navigating the University, and cultivating belonging, our office also offered informal one-on-one conversations. These Warm Faculty Welcomes enabled faculty to have a direct connection to our staff to acquaint them with our programs and services that help faculty acclimate to life at Columbia and support their long-term success.

Faculty Mentoring and Service Awards

Since 1996, Columbia has presented the Presidential Award for Outstanding Teaching at Commencement. We at OVPFA wanted to show our institutional support for the underrecognized and tireless commitment, support, and advocacy of faculty who support Columbia's diversity efforts through mentoring and service. Since 2020, we are proud to have awarded a total of 14 Mentoring Awards and 10 Service Awards.

Faculty Mentoring Award

Established in 2020 to honor the enduring legacy of Columbia Business School Professor Katherine W. Phillips, the Faculty Mentoring Award recognizes senior faculty who have demonstrated an exceptional commitment to faculty mentoring through their work with tenure-track and mid-career faculty in developing their careers. Exceptional mentoring can include offering advice, feedback, and guidance on research activities; coaching on work-life balance issues; providing professional opportunities for mentees; and assisting in the development of teaching skills.

2022 Recipients:



Timothy Donnelly, Professor of Writing, School of the Arts



Adam Galinsky, Paul Caelelo Professor of Leadership and Ethics, Columbia Business School



Laura Kurgan, Professor of Architecture, Graduate School of Architecture, Planning and Preservation



Jane Waldfogel, Compton Foundation Centennial Professor for the Prevention of Children's and Youth Problems, School of Social Work

"Reflecting upon the last 16 years, I can categorically say that no single individual at any academic institution, at any stage of my life, has had more impact on my intellectual and professional growth than Laura Kurgan. Behind me, I have had her support; and in front of me, I've had her example."

—**Leah Meisterlin**, on Laura Kurgan

Past Recipients

2021 Recipients:

- Rachel Adams, Professor of English and Comparative Literature, Faculty of Arts and Sciences
- Marcel Agüeros, Associate Professor of Astronomy, Faculty of Arts and Sciences
- Casey N. Blake, Mendelson Family Professor of American Studies and Director of the Center for American Studies, Faculty of Arts and Sciences
- Nabila El-Bassel, University Professor and Willma and Albert Musher Professor of Social Work, School of Social Work
- Virginia Page Fortna, Harold Brown Professor of US Foreign and Security Policy, Faculty of Arts and Sciences

2020 Recipients:

- Marianne Hirsch, William Peterfield Trent Professor of English, Faculty of Arts and Sciences
- Ellie Hisama, Professor of Music, Music Theory and Historical Musicology, Faculty of Arts and Sciences
- Darcy Kelley, Harold Weintraub Professor of Biological Sciences, Faculty of Arts and Sciences
- Gillian Metzger, Harlan Fiske Stone Professor of Constitutional Law, Columbia Law School
- Mae Ngai, Lung Family Professor of Asian American Studies and Professor of History, Faculty of Arts and Sciences

"Whether it is how to word an email, speak to diverse audiences, negotiate, run a case, complete your academic portfolio, or help with your tenure case, at every single juncture in which you might need help, Adam is there for you. This is no exaggeration."

—**Michael Slepian**, on Adam Galinsky

Faculty Service Award

Established in 2021, the Faculty Service Award recognizes full-time faculty whose extraordinary and creative voluntary service has contributed significantly to the University's DEI efforts. Recognized activities may include substantial service on a University-wide or school-wide diversity or equity committee, or development or implementation of DEI programming that impacts Columbia and its neighbors. Examples include antiracist initiatives, pipeline programs, and community service programs.

2022 Recipients:



Courtney Cogburn, Associate Professor of Social Work, School of Social Work



Jeanine D'Armiento, Professor of Medicine (in Anesthesiology and in Physiology and Cellular Biophysics), Vagelos College of Physicians and Surgeons



Christine Hendon, Associate Professor of Electrical Engineering, School of Engineering



Marisa Spann, Herbert Irving Associate Professor of Medical Psychology, Vagelos College of Physicians and Surgeons

"Marisa is an agent of change for underrepresented minority and women trainees in academic medicine. She was able to parlay years of informal voluntary mentorship into a federally funded program to support this work. Her innovative service goes beyond her laboratory walls and extends to her department, the University, and into the international arena."

—**Cristiane Duarte** (2021 recipient), on Marisa Spann

Past Recipients

2021 Recipients:

- Marcel Agüeros, Associate Professor of Astronomy, Faculty of Arts and Sciences
- Casey N. Blake, Mendelson Family Professor of American Studies; Director, Center of American Studies, Faculty of Arts and Sciences
- Geraldine Downey, Niven Professor of Humane Letters, Faculty of Arts and Sciences
- Cristiane Duarte, John P. Lambert, M.D. Professor of Child Psychiatry at CUMC, Vagelos College of Physicians and Surgeons
- Jean E. Howard, George Delacorte Professor in the Humanities, Faculty of Arts and Sciences
- Jamal Joseph, Professor of Professional Practice, School of the Arts

"It is no exaggeration to say that Christine's leadership was instrumental in the formulation of short- and long-term action goals for building a sustained pipeline and enhancing the STEM education pathways in engineering. Christine said it best: 'Service is a natural part of my work at Columbia, and I just would like to help whenever possible.'"

—**Helen Lu**, on Christine Hendon

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 members 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.

Meeting the Needs of Faculty

The 2021–2022 academic year was marked by continued uncertainty due to COVID-19. OWL responded to the evolving needs of our faculty in many ways. When COVID-19 first disrupted the lives of our colleagues, OWL was uniquely positioned to pivot to virtual consultations, workshops, and programming. During the transition back to campus, OWL supported faculty through additional and enhanced programs, virtual and in-person events, and guidance on hybrid/flexible work.

In recognition of the ongoing need to support parents of young and school-aged children, as well as those with elder care responsibilities, we were able to continue the Back-Up Care Advantage Program, providing 50 additional hours of back-up care to eligible employees, originally implemented in 2020. This program has supported parents through remote/hybrid learning, school closures, and other care interruptions.

We have maintained the [Parent Connection](#) program, which allows Columbia parents to share school pick-ups, to hire a caregiver together, to take turns supervising remote learning, or to make new friends. We also continue to offer [Koma](#), a caregiving app, to help parents identify other Columbia families and establish "pods." Over 400 employees have signed up for one or both these options.

With a growing need for tutoring and assistance with remote learning, we added options through Bright Horizons. We also curated a list of organizations that offer test prep, tutoring, and support for addressing learning challenges.

"This newsletter is SO helpful and makes complicated things feel much simpler and more approachable."

—**Sophia Bernhardt**, Director, Legal Writing & Moot Court Programs, and Lecturer in Law, Columbia Law School

"We were astounded by how well you respond to families' different cultures and pedagogical backgrounds, with advice tailored to each parent ... Your support went completely above and beyond what we ever could have dreamed of."

—**Columbia faculty member**

Our [Resources for Parents During COVID-19](#) website provides a centralized hub for parents to learn about and access a variety of resources.

Our individual consultations helped families navigate difficult decisions in an ever-shifting child care and educational landscape. Our counselors supported families as changes to both the pandemic and city leadership continuously impacted the attendance and admissions policies of child care programs and K-12 schools. Our workshops brought parents together to form connections; discuss their challenges; and engage in supportive, informative discussions.

The well-being of our community remains our priority. We have built upon the programming developed during the pandemic, offering weekly Take a Break: Mid-Day Stretch and Reset sessions, virtual fitness and cooking classes, meditation sessions, and ergonomics workshops in partnership with Human Resources/Optum. Our Fall 2021 CUIMC Digital Step Challenge attracted 520 active participants to our app.

Units across Columbia asked us to develop well-being workshops to help build community for their faculty and staff. We offered sessions such as Optimizing Energy @Work and Home and an ongoing Chair Yoga program for the Office of Postdoctoral Affairs, the Business School, the School of Social Work, the Mailman School of Public Health, the School of Professional Studies, and others. We also offered our popular Walk to Wellness program, featuring in-person walks, on the Morningside and Medical Center campuses.

To provide additional resources and support for the mental health of employees and their families, we formed key partnerships with University experts at the Columbia University Center for Anxiety and Related Disorders (CUCARD) and CopeColumbia. Working with the Department of Psychiatry, we increased the availability of neuropsychological evaluations for children who may have learning and behavioral challenges, making it easier for Columbia parents to secure services for their children.

OWL has also been instrumental in supporting University leadership during the transition back to campus. By staffing the New Work Environment Steering Committee for the senior executive vice president, we brought senior leaders together. The group discussed the unique nature of hybrid/flexible work, provided guidance on best practices, updated policies, and delivered information sessions to help managers and leadership navigate their new work environment. In partnership with Human Resources, the Office of Work/Life developed a New Work Environment website to serve as a resource hub for hybrid and flexible work.

Program Highlights:

School and Child Care Search Service:

Child Care & Parenting and K-12 Schooling

- Facilitated Conversation Circles: These two events, led by early education experts in 2021–2022, brought together parents of young and school-aged children to speak as a group, to form connections, and to strengthen the parent community at Columbia.
- Partnered with Columbia University Center for Anxiety and Related Disorders (CUCARD) to present sessions including Helping Children & Teens Transition to a Post-Pandemic World (Spring 2021) and Managing Remote Learning: Strategies for Parent & Child (Fall 2020).
- Continued to grow the Parent-to-Parent School Network, a supportive peer resource network of Columbia K-12 families (and those of recruits) in a broad range of schools (public, private, charter, parochial).
- Held the Annual Early Education and Child Care Fair: 60+ early education and child care providers shared resources with Columbia faculty, staff, students, and neighbors.
- Shifted the publication schedule of Pre-K & Kindergarten NYC Newsletter to share rapidly changing policies in a timely way.
- Developed a new online Middle & High School Admissions Resources page to support parents and students as they navigate middle- and high-school admissions, which have become especially complex in the context of significant policy changes for NYC public schools.
- In collaboration with Human Resources, introduced the College Coach Service, a new program that provides workshops and support with college search, essay writing, financial aid, and savings planning.
- Provided ongoing support for the directors of the Columbia Affiliated Early Learning Centers as they adapted to the ever-changing guidelines for admissions and the administration of their programs.

“[Marcia] sat patiently with us, asking thoughtful questions and offering helpful suggestions that led us toward clarity and insights, not just about the school options but about our deeper priorities and values as parents and educators. [We had the opportunity to] get to know better the kind of learner our daughter is and the kind of education we want for her.”

—**Deborah Paredez**, Associate Professor of Professional Practice in Writing in the Faculty of the Arts, School of the Arts

Non-Columbia Housing and Relocation Support

- Annual Reception for Newly Hired Tenured and Tenure-Track Faculty and Spouses/Partners: A fun networking event co-sponsored by the Office of the Provost to build community. This annual event typically draws 50–70 attendees. It was held in person in Spring 2022, after a brief shift to virtual in Fall 2020.
- Neighborhood Guides: We created guides to eight popular, commutable areas around the NYC Metropolitan area.
- The Process of Purchasing a Property: This wide-ranging workshop answers the FAQs for all stages of buying a co-op, condo, or house. It is offered every semester with continually high registration and attendance.
- Faculty-Led Programming: We partnered with Columbia faculty to share their expertise in *The Future of Residential Real Estate in NYC*, with Professor Chris Mayer, and *A Faculty Walking Tour of Morningside Heights*, with Professor Andrew Dolkart.

“The Office of Work/Life has assisted in helping me to find movers when I was relocating. When I had specific questions ... they responded quickly, addressed all issues, and followed up with additional resources to consult ... the Office of Work/Life is an invaluable resource for all Columbia employees.”

—**Amit Khandelwal**, Jerome A. Chazen Professor of Global Business, Columbia Business School

Faculty/Spouse Partner Dual Career

Our career experts provide 1:1 advice and direction for newly recruited faculty spouses/partners and offer career resources for their non-academic search. Over the past two years, we assisted 63 individuals.

“[Tanya and Paula] were generous with their time and feedback, and they helped channel my CV through their contacts, which helped me greatly in getting a foot in the door at my current position.”

—**Tania Genel**, Program Director, Program for Education in Global/Population Health, VP&S

“Her partner mentioned that this meeting was a highlight of their visit and that it was the best Dual Career meeting that she had out of all of the recruit’s second interviews. The candidate recently accepted our offer, and I think that this meeting certainly played a role in bringing her exceptional research program to Columbia.”

—**Neil McLure**, Senior Associate Dean of Faculty Affairs and Chief Administrative Officer, Columbia Engineering, reflecting on a recent recruit’s experience



Office of Work/Life events include a faculty reception and wellness walks.

“The Take a Break: Stretch and Reset workshop was a very helpful routine that I looked forward to every Monday. It was a positive influence on my mind and body during these stressful times. It was very helpful to have a structured exercise and relaxation activity ... while stuck at home and struggling to adjust to the new normal.”

—**Natalia Skritskaya**, Adjunct Associate Research Scientist, Faculty of Social Work

Programs to Support Caregiving and Caregivers

Adult/Elder Care Resources

Many colleagues are members of the “sandwich generation,” managing responsibilities for both children and aging relatives. Through Columbia’s Employee Assistance Program and our partnership with Bright Horizons, we provide access to research and referral services; elder care needs assessments; the elder caregiver database; back-up care; and live, virtual, and prerecorded workshops.

- Bright Horizons: Years Ahead and Sittercity provide access to additional support for accessing adult/elder care resources and making regular care arrangements.
- Workshops on Long-Distance Elder Caregiving, Dealing with Aging Parents’ Finances, and Understanding Dementia were held virtually and in-person.

Breastfeeding Support

To ease the burden of nursing parents upon their return to Columbia, OWL maintains and provides access to 22 Lactation Rooms equipped with hospital-grade pumps.

- Developed University Lactation Policy in collaboration with Human Resources and General Counsel to meet legal requirements and provide improved guidelines
- Added Lactation Rooms in: Geffen Hall (Manhattanville), and Chandler Hall (Morningside)
- Offered Breastfeeding Basics workshops to meet the needs of more Columbia families

Back-up Care

This program provides care for adults/elders and children when normal care arrangements are interrupted or when short-term care is required.

- Increased the annual benefit from 150 to 200 hours of care per fiscal year. This increase happened at the beginning of the COVID-19 pandemic and will remain in place.
- Back-up Care hours can now be used for tutoring, for select summer camp programs, and for accessing virtual camps.
- Added access to additional supports: preferred enrollment and preferred waitlist standing at regular Bright Horizons centers; access to tuition discounts at non-Bright Horizons centers in the employee’s network; Sittercity database access for regular care; tutoring and test prep services; and elder care information and resources.

Well-Being

In collaboration with Human Resources, OWL Well-Being programs address physical activity, food and nutrition, weight management, mental/emotional health, space design and ergonomics, and financial well-being.



The baby shower for new and expectant parents gives faculty the opportunity to learn about resources that support growing families.

Return of On-Site Programming

- Walk to Wellness program deployed on Morningside campus in Fall 2021 and on Morningside and CUIMC campuses in Spring 2022
- On-site programming resumed, including ergonomics and Take a Break: Stretch and Reset classes
- Ongoing planning to host Ivy+ Well-Being peers in hybrid model, Summer 2022
- Continued to offer on-site program to schools/departments upon request

Mental and Emotional Well-Being

- Continued weekly Take a Break program, with feedback showing an increase in participant meditation habits and high satisfaction rate
- Instituted meditation programming to boost morale and well-being of faculty and staff

Nutrition and Weight Management

- Virtual cooking and nutrition demonstrations
- Partnered with Columbia Weight Control Center to deliver two reimbursable weight management group programs with the lead registered dietitian

CUIMC Well-Being

- Launched CUIMC-wide step challenge followed by a fall celebration
- Supported the CUIMC Well-Being Leadership Committee and Chief Well-Being Officer by attending meetings, providing feedback, and participating in the activities and communications task groups
- Presented at CUIMC Interprofessional Education Day to share techniques about mindful communication in the workplace

Building Diversity Efforts across Columbia

Supporting Columbia’s Faculty Pathways Efforts

The [Columbia University Pathways Programs \(CUPP\)](#) is a consortium of faculty and administrators who lead pathways efforts across the University. The group meets on a regular basis to share best practices and brainstorm solutions to common challenges and communicates informally using a shared Slack workspace.

An exciting and ongoing initiative of the group is an [online directory](#) of pathways programs across the University. To date, it lists 36 different programs that serve students at stages ranging from middle school through postdoctoral training.



Students from the Summer Health Professions Education Program (SHPEP)

36 Services, showing 1 - 24

**Biostatistics
Epidemiology
Summer Training
Diversity Program
(BEST)**

With funding from the National Heart, Lung, and Blood Institute, [BEST](#) was established by the Mailman School's Department of Biostatistics

**Bridge to the Ph.D.
Program in STEM**

This program enhances the participation of students from underrepresented groups in Ph.D. programs in STEM. With funding from the National Science Foundation, [the Bridge Program](#) provides an intensive re-

**Columbia Access
Neuroscience
(CAN) VP&S**

[Columbia Access Neuroscience \(CAN\)](#) is an informative two-day event for students from underrepresented backgrounds who are interested in pursuing a Ph.D. in neuroscience. This fully

**Columbia HBCU
Fellowship Program -
School of
Professional Studies**

The [Columbia HBCU Fellowship Program](#) prepares talented, high-performing HBCU graduates to lead, innovate, drive community impact,

**Columbia Summer
Undergraduate
Research Experiences
in Mathematical
Modeling (CSUREMM)**

Mathematical modeling and scientific computing are essential tools across many disciplines. The [CSUREMM](#) program of-

**Columbia
Undergraduate
Business Scholarship
(CUBS) Program**

The mission of the [Columbia Undergraduate Business Scholarship \(CUBS\) Program](#) is to increase participation of students from underrepresented

Earth Intern Program

The [Earth Intern Program](#) offers the chance to experience scientific research as an undergraduate. **The program is open to all Columbia College, Columbia Engineering, Columbia General Studies, and Barnard College stu-**

sistants lead lessons for high school participants in political philosophy, civic engagement, and college-level reading and writing, with support and training from faculty. [Applications for TA positions](#) open each year in January for summer and academic year positions.



“I am so excited about the Columbia University Pathways Programs group. Not only will it help to enhance our work in our respective programs, but also it will amplify our collective impact on diversity in higher education. Those of us who operate these programs at Columbia will strengthen our expertise by convening regularly to learn with and from one another; and our students will expand their networks and their opportunities for making deep, long-lasting friendships as they continue in their academic and professional journeys. Thank you for bringing us together and providing this forum for us.”

—**Celina Chatman Nelson**, Associate Dean for Academic Diversity and Inclusion



“Columbia has been the home to many pathways programs over the years—it is very exciting to bring these efforts together, enhancing the experience and connection participants have to Columbia.”

—**Adina Berrios Brooks**, Associate Provost for Inclusive Faculty Pathways



“My work in DEI started with launching a pathways program at CUIMC with my colleague Hilda Hutcherson and her team. Seeing these students, both at Columbia and elsewhere, become health sciences professionals, has been extremely fulfilling.”

—**Dennis A. Mitchell**, Executive Vice President for University Life and Senior Vice Provost for Faculty Advancement

Guide to Equity-Based Graduate Admissions

In Fall 2021, our office began work on the [*Guide to Equity-Based Graduate Admissions*](#), the newest and sixth in our series of guides on best practices. The goal of this project is to share and promote equity-based admissions practices across the University in order to make Columbia graduate programs more accessible to students who are historically underrepresented in the academy.

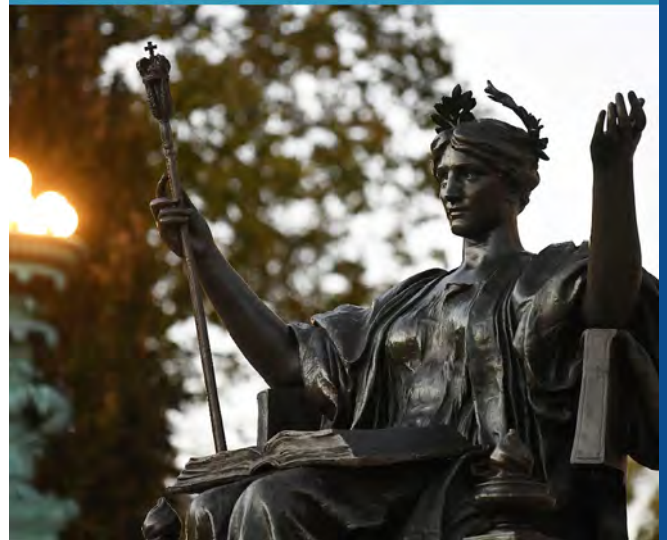
Our work group consisted of admissions, student affairs, and diversity/DEI officers, with subcommittees for each of three areas: outreach and recruitment; review and selection; and yield, onboarding, and student support. Each group conducted a literature review, and our team met with each school's admissions administrators to document examples of existing best practices at Columbia.

In addition, we conducted interviews with admissions directors and officers, who showcased their best practices within their schools and units that we highlighted in the guide. The Inclusive Faculty Pathways Advisory Council Working Group—Professors Ruben Gonzalez, Kellie Jones, and Desmond Patton—provided valuable early feedback that helped shape the format of the guide.



Office of the Provost

Guide to Equity-Based Graduate Admissions



Plans for implementation:

- Summer 2022: Circulate a draft of the guide; solicit feedback from across the University
- December 2022: Incorporate revisions and distribute the printed guide
- Fall 2022–Spring 2023: Organize companion workshops and roundtable discussions

Fostering a Climate of Inclusiveness

In order to help nurture a vibrant climate of inclusive excellence across the University and to support programming that enhances Columbia's diversity scholarship, OVPFA created the [Climate of Inclusiveness](#) initiative. Across our campus, faculty within academic departments, centers, and institutes organize and spearhead events that foster conversations about diversity, equity, race and racism, and belonging. This initiative aims to bring prominence to issues of race, gender, sexuality, and other dimensions of diversity to foster dialogue and build a more welcoming and inclusive community for students, faculty, staff, and alumni.

Since Fall 2015, our office has co-sponsored several large-scale Climate of Inclusiveness events, including:

- [1619 and Its Legacies: Symposium, Roundtable Discussion & Poetry Reading](#)
- [Moving Forward: A Discussion of the 2016 Election and What's Next](#)
- [What Really Happened? Latinos and the 2016 Elections](#)
- [Queer Disruptions: A Conference on Gender & Sexuality; Queer Disruptions II & III](#)
- [Addressing Racism: A Call to Action for Higher Education](#)
- [How to Be an Antiracist: A Conversation with Ibram X. Kendi](#)
- [We Have to Reimagine: A Conversation about Anti-Asian Racism and Violence](#)

This year, our office co-sponsored the following Climate of Inclusiveness events:

- [Nuevos Caminos: U.S. Latinx History in the 21st Century Symposium](#)
- [A Conversation and Reading with Tommy Orange](#)
- [nature is sumwere else: trans poetics middle and old English variations](#)
- [Unworlding: Reading and Discussions series](#)
- [Awakening Our Democracy: Future Present: Building Community and Advancing Equity in a Digital World](#)
- [Asian Pacific Islander Desi American Faculty Roundtable](#)
- [Black and Latinx Roundtable with Columbia Faculty](#)
- [LGBTQ+ Roundtable with Columbia Faculty](#)
- [International Roundtable with Columbia Faculty](#)
- [First-Generation Roundtable with Columbia Faculty](#)
- [Women Roundtable with Columbia Faculty](#)
- [Asian Americans as Leaders in U.S. Academia—Breaking through the Bamboo Ceiling](#)
- [Moving beyond Diversity to Create Anti-Racist Teaching and Learning Environments with Frank Tuitt \(Keynote of the CTL's Celebration of Teaching and Learning Symposium\)](#)



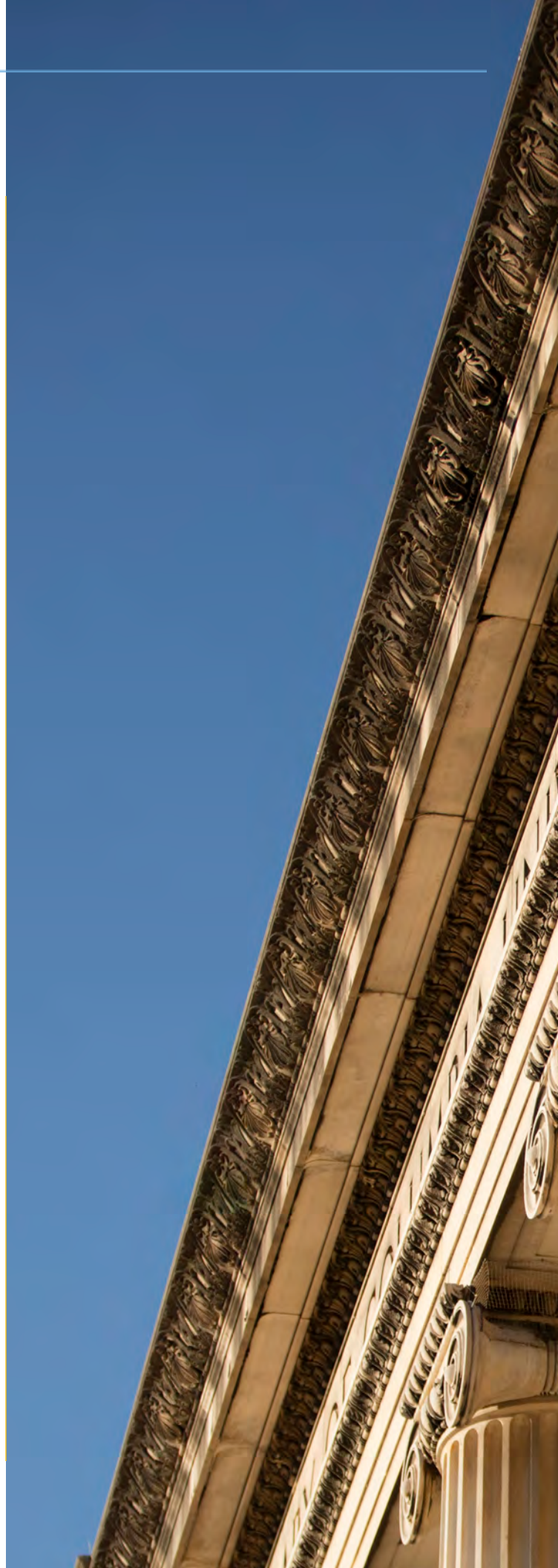
Climate of Inclusiveness events include faculty roundtables, panel discussions, and literary talks.

Launching the Provost's Postdoctoral Research Scientist and Scholar Program

Launched in Fall 2021, the [Provost's Postdoctoral Research Scientist and Scholar Program](#), which supports the recruitment of outstanding postdoctoral scholars from underrepresented groups, is designed to recruit emerging scholars and nurture them in the early years of their careers. The purpose of the program is to develop postdoctoral candidates for possible faculty appointments at Columbia University and other universities. Preference is given to departments or units that explicitly outline how the scholar may transition to a faculty role in their unit upon completion of postdoctoral training.

We plan to welcome scholars in the next academic year from the following Schools and Departments:

- Fu Foundation School of Engineering and Applied Science (Biomedical Engineering)
- School of Social Work
- Faculty of Arts and Sciences (Statistics)
- Climate School
- Faculty of Arts and Sciences (Biological Sciences)
- Fu Foundation School of Engineering and Applied Science (Chemical Engineering) and Faculty of Arts and Sciences (Chemistry)





“We’re thrilled to welcome Dr. John Salerno as a Provost’s Postdoctoral Research Scientist to SSW this fall. His research relies upon intersectional and critical race theory approaches to understand, reveal, and address health disparities in the Latinx community. His focus on advancing science and implementation with an antiracist paradigm fits beautifully with the School of Social Work’s mission to engage in antiracist social work research and practice.”

—**Melissa Begg**, Dean of Columbia’s
School of Social Work



“As we launch Columbia’s new Climate School and put DEI at the forefront, we wanted to recruit a postdoc candidate with a demonstrated commitment to climate justice in both their research and their practice within local communities. Ms. Cintron Rodríguez’s work embodies what we are building in the Climate School—interdisciplinarity at the policy-research-practice nexus with a focus on supporting community capacity building. She is a scientist and climate governance and engagement specialist whose research advances equitable and just resilience with a focus on Arctic and Small Island Developing States. We are thrilled to have her join us as we continue to expand our work in climate justice across the Climate School.”

—**Alex Halliday**, Founding Dean,
Columbia Climate School

Provost's Advisory Council for the Enhancement of Faculty Diversity

The [Provost's Advisory Council for the Enhancement of Faculty Diversity](#) was established to attract, advance, and retain a diverse faculty of outstanding scholars who more closely reflect the composition of national pools of qualified candidates in their respective disciplines. Members are senior faculty from across the University who serve two-year, renewable terms. The Council meets on a quarterly basis and advises the provost on a myriad of faculty initiatives, publications, recruitments, and awards. Council members are key reviewers in Target-of-Opportunity and cluster hire faculty recruitments, junior and mid-career faculty grants, faculty seed grant proposals, and Faculty Mentoring and Service Awards.

Subcommittees:

- [LGBTQ+](#)
- [University Climate](#)
- [Inclusive Faculty Pathways](#)
- [Metrics and Evaluation](#)

Advisory Council Projects:

- [Columbia University LGBTQ+ Guide: Resources to Foster an Affirming Community for LGBTQ+ Faculty and Staff](#)
- [Guide to Equity-Based Graduate Admissions](#)
- [Revision of the Guide to Best Practices in Faculty Search and Hiring](#)
- [Addressing Racism Seed Grant Evaluation](#)

From our members:

"The Council not only works to address the needs and challenges of university life, but also to empower faculty to confront systemic racism, sexism, homo-, bi-, and transphobia in society. Our scientific and scholarly work can illuminate these intersecting oppressions and forge new ways to address them, contributing to a more just society."

—Walter Bockting

"I have been on the Advisory Council for over 10 years. When I joined, LGBT was not really included in diversity; we were working to increase the numbers of women and underrepresented minority faculty. When Dennis [Mitchell] came, we were a smaller group, and there were no obvious out LGBT faculty recruits. LGBT became one of the areas of concern. Dennis's leadership has been exemplary in that regard."

—Anke A. Ehrhardt





2021–2022 Members

Walter Bockting

Department of Psychiatry,
Vagelos College of Physicians and
Surgeons; School of Nursing

Anke A. Ehrhardt

Department of Psychiatry,
Vagelos College of Physicians and
Surgeons

Nabila El-Bassel

School of Social Work

Ruben L. Gonzalez Jr.

Department of Chemistry, Faculty
of Arts and Sciences

Farah Jasmine Griffin

Department of African American
and African Diaspora Studies,
Department of English and
Comparative Literature, Faculty of
Arts and Sciences

Karl Jacoby

Department of History, Faculty of
Arts and Sciences

Gita Johar

Columbia Business School

Kathryn Johnston

Department of Astronomy, Faculty
of Arts and Sciences

Kellie Jones

Department of Art History and
Archaeology, Department of
African American and African
Diaspora Studies, Faculty of Arts
and Sciences

Helen H. Lu

Department of Biomedical
Engineering, Fu Foundation
School of Engineering and
Applied Science; College of Dental
Medicine

Dennis A. Mitchell (Chair)

Office of the Provost; Office of the
Dean and Division of Community
Health, College of Dental Medicine

Maria Victoria Murillo

Department of Political Science,
Faculty of Arts and Sciences;
School of International and
Public Affairs

Jorge Otero-Pailos

Graduate School of Architecture,
Planning and Preservation

Desmond Patton

School of Social Work

Samuel K. Roberts

Department of History, Faculty of
Arts and Sciences; Department of
Sociomedical Sciences, Mailman
School of Public Health

Anne L. Taylor

Office of the Dean and Department
of Medicine, Vagelos College of
Physicians and Surgeons

Leading and Innovating across the Academy

Collaborating with External Partners

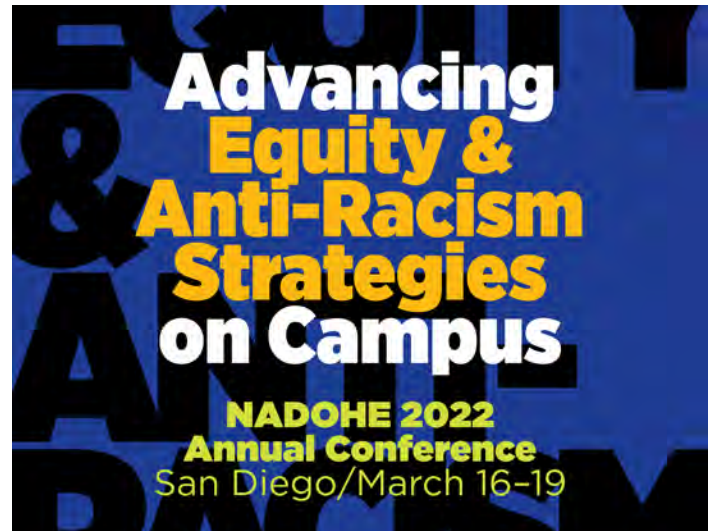
Faculty Advancement Network (FAN)

Founded in 2020, the [FAN](#) is a consortium of national research universities aimed at advancing diversity and inclusion in the American professoriate.

FAN is governed by a committee representing its 12 member institutions and has hosted sessions on Engaging with Students about Race and Racism, Systemic Racism and Its Impact on Creating a Diverse Faculty in Higher Education, Mitigating the Impact of COVID-19 on the Academic Progress of Underrepresented Faculty, Keeping Afloat: Strategies for BIPOC Junior Faculty, Revisiting Mentorship: Strategies for BIPOC Early Career Faculty, and Mentorship: New Approaches for a New Professoriate.

One of the recent sessions—Supporting Your BIPOC Faculty Colleagues: Guidance for Senior Faculty, Chairs, and Deans—featured as speaker Modupe Akinola, associate professor of management and director of the Bernstein Center for Leadership and Ethics at Columbia Business School.

Columbia was a founding member of FAN, and Dennis Mitchell serves on the Executive Committee. A member of the Faculty Advancement team also participates in a FAN-Institutional Research working group where faculty advancement and diversity officers and institutional researchers have discovered a shared enthusiasm about improving coordination between their needs, goals, and activities.



The 2022 NADOHE Conference was held in San Diego.

National Association of Diversity Officers in Higher Education (NADOHE)

Founded in 2006, [NADOHE](#) serves as a national forum that sets professional standards for diversity officers in higher education. The organization serves to share exemplary practices, to provide professional development opportunities, to inform and influence national and local policies, and to create and foster networking opportunities among diversity officers.

Dennis Mitchell has served on NADOHE's leadership board; he is currently the chair for the Council of Representatives and a member of the Health Professions Chapter and the Northeast Tri-State Chapter (New York, New Jersey, Pennsylvania).

2022 National Conference

In March 2022, the Faculty Advancement team presented at the NADOHE national conference in San Diego. Their presentation, *How University Publications Can Increase Visibility and Drive Change: Creating and Implementing the Columbia University LGBTQ+ Guide, the Guide to Best Practices in Faculty Search and Hiring and the upcoming Inclusive Graduate Admissions Guide*, was well received.



Designed by Jennifer Leach for the 2021 NASEM annual conference, this poster outlines the goals, process, and impact of the *Columbia University LGBTQ+ Guide*.

National Academies of Sciences, Engineering, and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education

Columbia joined the [Action Collaborative](#) as part of our commitment of fostering an environment free from gender-based discrimination and harassment, including sexual assault and all other forms of gender-based misconduct. The Faculty Liaison Network to NASEM includes highly engaged representatives from all departments across the University. This group meets regularly to discuss shared goals and action items as well as initiatives and implementation efforts within departments and divisions to improve the University climate.

OVPPA was invited to present a poster on the *LGBTQ+ Guide* at their annual conference in Fall 2021.

Provost's Initiative to Support Faculty Cluster Hiring

Columbia's cluster hire programs are designed to provide additional financial resources to strategically hire and support new faculty members in a given area of scholarship to further the University's diversity goals. These funding mechanisms were created to accelerate cross-disciplinary and cross-school activity that increases the number of underrepresented faculty and fosters their interdisciplinary scholarship.

Cluster Hire Programs:

- Office of the Provost Cluster Hire Initiative in the Area of LGBTQ+ Scholarship
- Office of the Provost Cluster Hire Initiative in the Area of Race and Racism Scholarship
- Research Support to Accelerate STEM Cluster Hiring

LGBTQ+ Guide: Resources to Foster an Affirming Community for LGBTQ+ Faculty and Staff

In January 2021, we published the [Columbia University LGBTQ+ Resource Guide](#). This guide provides faculty and staff with tools and resources to improve the climate for LGBTQ+ students, staff, and faculty. Planning for the guide began in December 2020 as a project of the Provost's Advisory Council for the Enhancement of Faculty Diversity, with support from the 11-member LGBTQ+ Guide Working Group. Walter Bockting, PhD, professor of medical psychology (in psychiatry and nursing), director of the Program for the Study of LGBT Health, and member of the Provost's Advisory Council, was the faculty lead.

We also launched the [LGBTQ+ Resources website](#), which consolidates resources including a map of gender-neutral restrooms, pronoun use information, healthcare resources, trans-specific resources, recommended readings, links for workplace and legal concerns, a listing of national organizations, and downloadable Zoom backgrounds. University Life followed suit with a website of [Resources for Promoting LGBTQ+ Inclusion](#) for students.

Below are LGBTQ+ resources at Columbia and beyond.
If you have a link to be listed on this site, please [click here](#).



BE A VISIBLE ALLY



CAMPUS RESOURCES



**LGBTQ+ ZOOM
BACKGROUNDS**



TRANS RESOURCES



HEALTHCARE



**NATIONAL
ORGANIZATIONS**



**RECOMMENDED
READINGS**



**WORKPLACE/
LEGAL CONCERNS**

Our Goals:

- Create a one-stop centralized (online and print) repository of LGBTQ+ resources
- Link LGBTQ+ activism to Columbia's broader social justice mission, with an emphasis on the additional complexities faced by those with intersectional identities
- Provide tangible resources for those who seek to be better allies but do not know how to make their allyship visible
- Celebrate, memorialize, and bring visibility to the contributions of LGBTQ+ faculty and staff in the areas of advocacy and policy development, healthcare, law, literature and the arts, and elsewhere
- Document the concerns of LGBTQ+ members of our University community and bring them to University leadership

Events

[How to Be a Visible LGBTQ+ Ally](#) (March 2021)

This panel discussion focused on how faculty can demonstrate our support for lesbian, gay, bisexual, and transgender students and colleagues. The session covered a range of topics including language/ pronouns, support services, and resources.

[LGBTQ+ Guide Launch and Celebration Panel](#) (October 2021)

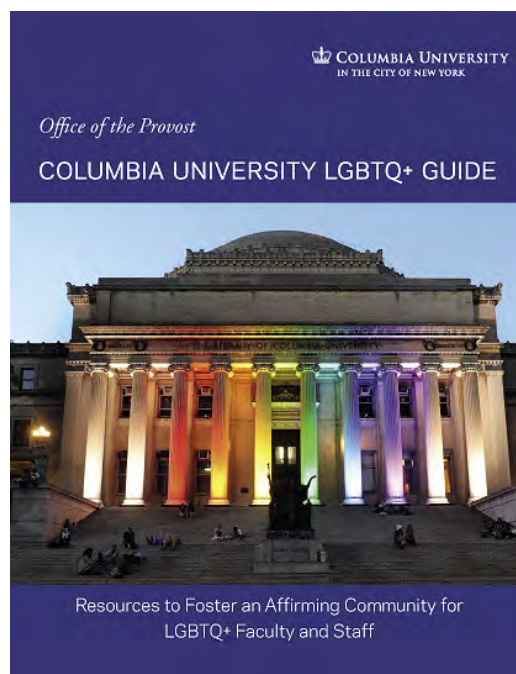
This panel discussion featured key faculty and staff contributors to the *LGBTQ+ Guide*, and outlined Columbia's LGBTQ+ history, activism, and scholarship framed in the context of our broader social justice mission.

Sharing the Guide

The *LGBTQ+ Guide* was well received both within the Columbia community and by our peers at other organizations. We have given a series of presentations with various units across campus. We were invited to present a poster at the National Academies of Sciences, Engineering, and Medicine's 2021 Public Summit in Fall 2021. In addition, the Faculty Advancement team presented the LGBTQ+ Guide as part of their panel discussion, *How University Publications Can Increase Visibility and Drive Change*, at the NADOHE national conference in San Diego. We are scheduled to present the guide to the American Dental Education Association's PRIDE group in Fall 2022.

Evaluation and Next Steps

To evaluate the effectiveness of the guide, we will continue to track website views; requests for copies of the printed guide; requests from units for LGBTQ+ Ally trainings; and, perhaps most importantly, formal and informal feedback received by our office from members of our LGBTQ+ community and from



others. We will track attendance of our October launch event and page views of the event recording on our website.

From this project's inception, we sought to include the voices of LGBTQ+ members of our community—we could not have developed this guide without their input, their feedback, their wisdom, and their generosity in sharing their experiences. We continue to solicit feedback for incorporation into our website and future editions of the printed guide.

We envision the following next steps:

- **Ramping up competency training.** Columbia does not currently have the staff to offer competency training to respond to all the requests of faculty and the staff who support them, and this has been identified as an area for further development.
- **Working** closely with University Life and schools **to consolidate resources** as they become available.
- **Creating a campus-wide faculty out list.** Select individual units currently maintain out lists, and students and faculty have said that this was needed across the University.
- **Connecting with peer institutions and professional organizations** to share the guide and discuss best practices for LGBTQ+ inclusion.

Looking Ahead

In 2022–2023, we seek to

- Offer new faculty development sessions
- Continue to build out our Inclusive Faculty Pathways programming
- Continue to support the recruitment and retention of a diverse faculty of outstanding scholars
- Continue to develop our Best Practices guides, including the printed version of the Equity-Based Graduate Admissions guide and the revised Faculty Search and Hiring guide
- Launch another request for proposals for Office of the Provost Cluster Hire Initiatives in the Areas of LGBTQ+ Scholarship and Race and Racism Scholarship
- Host events highlighting the Cluster Hire Initiatives in the Areas of Race and Racism Scholarship and LGBTQ+ Scholarship

Our Team

Faculty Advancement



Dennis Mitchell, Executive Vice President for University Life; Senior Vice Provost for Faculty Advancement; Professor of Dental Medicine at CUMC



Adina Berrios Brooks, Associate Provost for Inclusive Faculty Pathways



Iessa Sutton, Assistant Provost for Faculty Diversity and Inclusion



Vina Tran, Assistant Provost for Faculty Advancement



Kristen Barnes, Associate Director for Faculty Diversity and Inclusion

Office of Work/Life



Diana Dumitru,
Associate Director
for Inclusive
Faculty Pathways



Jennifer Leach,
Associate Director
for Faculty
Advancement



Marianna Pecoraro,
Program Manager



Angela Garcia,
Executive Assistant



Amy Rabinowitz,
Associate Provost
and Director



Rebecca Balkin,
Assistant Director



Daniela Elazari,
Director, Well-Being



Alice Lesman,
Director, Housing
Information and
Referral Service



Marcia Roesch,
Director, School
and Child Care
Search Service



**Carolyn Sachs
Singer,** Associate
Director, School
and Child Care
Search Service



Kristin Carnahan,
Program Manager,
School and Child
Care Service



Paula Goodman,
Career Advisor,
Dual Career Service



**Tanya Cobbs
Leslie,** Career
Advisor, Dual
Career Service

Our Partner Offices

We would like to acknowledge our partners across the University, without whom we could not accomplish our diversity goals:

University Life

We work with University Life to plan programming, including the Graduate Initiative Faculty Roundtables under the following categories: Black and Latinx, Asian Pacific Islander, International, First Generation, Women of Color. In addition, we collaborate on large-scale events and communications efforts.

Diversity Officers Work Group

The Diversity Officers network is a collaborative space for learning, strategizing, and sharing of best practices. Network members partner across schools, departments, institutes, and administrative units to create opportunities for institutional change that further promote equity and inclusion.

Center for Teaching and Learning

We work closely with the CTL to plan several initiatives, from New Faculty Orientation to co-sponsored events. This year alone, we revamped the online Orientation Canvas course with our CTL colleagues to make the content more evergreen, consistent, and engaging.

Office of Academic Diversity and Inclusion (OADI), Graduate School of Arts and Sciences

OADI is a thought partner in our Inclusive Faculty Pathways portfolio. The office generously extends its programming to include non-GSAS Provost Diversity Fellows.

Columbia Libraries

Columbia Libraries participates in our New Faculty Orientation and regularly offers programming targeted to faculty.

Office of the Vice Provost for Faculty Affairs

The Faculty Affairs team supports our work by leading faculty workshops about the tenure process and by providing faculty data, and it participates in our New Faculty Orientation.

Office of Planning and Institutional Research (OPIR)

OPIR provides our office with faculty data that helps us in our accountability work. The office manages our public-facing Power BI dashboard as well as internal dashboards, including our pipeline report, and peer comparison data.

Office of the Vice Provost for Academic Programs

The Office of the Vice Provost for Academic Programs is our partner in the Provost Leadership Fellows (PLF) program. Together, we curate and facilitate PLF programming sessions for faculty who are interested in academic leadership.

CUIMC Office of the Vice Dean for Academic Affairs

The CUIMC Office of the Vice Dean for Academic Affairs administers CUIMC-wide faculty diversity efforts, as well as recruitment and development and faculty awards programs. We work closely on several University-wide initiatives to enhance the climate of inclusiveness at Columbia.

Equal Opportunity and Affirmative Action (EOAA)

We consult with EOAA to ensure compliance for faculty diversity programs, and the office participates in our New Faculty Orientation.

Communications and Public Affairs

We coordinate with the Office of Communications and Public Affairs to brainstorm or pitch content for Columbia News or other communications channels. In the past, we have co-hosted a faculty development session on op-ed writing.

Abbreviations

The following abbreviations are used in this report and are compiled below for ease of reference.

- A&S: Faculty of Arts and Sciences
- BIPOC: Black, Indigenous, and People of Color
- CBS: Columbia Business School
- CLS: Columbia Law School
- CTL: Center for Teaching and Learning
- CUIMC: Columbia University Irving Medical Center
- CUIT: Columbia University Information Technology
- CUPP: Columbia University Pathways Programs
- DEI: Diversity, equity, and inclusion
- EOAA: Equal Opportunity and Affirmative Action
- FAN: Faculty Advancement Network
- GSAS: Graduate School of Arts and Sciences
- HBCU: Historically Black Colleges and Universities
- LGBTQ+: Lesbian, gay, bisexual, transgender, queer or questioning, and others
- MSPH: Mailman School of Public Health
- NADOHE: National Association of Diversity Officers in Higher Education
- NASEM: National Academies of Sciences, Engineering, and Medicine
- NCFDD: National Center for Faculty Development and Diversity
- OADI: Office of Academic Diversity and Inclusion
- OPIR: Office of Planning and Institutional Research
- OVPPA: Office of the Vice Provost for Faculty Advancement
- OWL: Office of Work/Life
- PLF: Provost Leadership Fellows
- SEAS: School of Engineering and Applied Sciences
- SSW: School of Social Work
- STEM: Science, technology, engineering, and math
- VP&S: Vagelos College of Physicians and Surgeons







 COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

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

