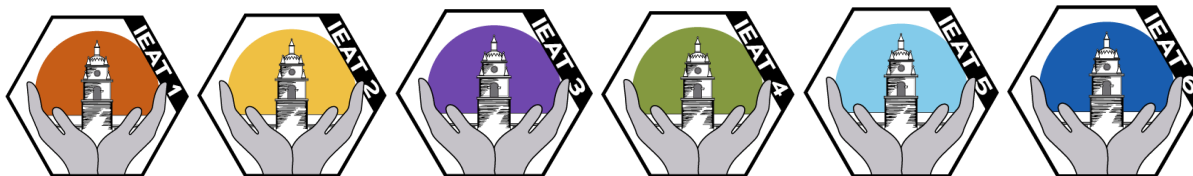# IEAP Initiative Status Report
Spring 2023

Initiative Title: Equity Advocate Training / Expansion
Initiative Lead(s): IEAT 2.2/2.3
William DeGraffenreid (AVP FA) & Jules Balén (Director Fac. Dev.)
Due: 8am May 1, 2023 – email to Kaia Tollefson in Word format

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A. 2022-23 Findings

1. **Metrics/Data for Evaluation:** What metric(s) did you use to evaluate the achievement and/or impact of this initiative's goals?

   Equity Advocate Leads have surveyed and sought info from focus group of existing Equity Advocates to learn about the perceived effectiveness of the program. This was used to help identify areas on how to formalize and institutionalize the training for future FAs.

2. **Findings & Recommendations:** There is no length requirement or word limit for your narrative responses. Please be thorough yet succinct, keeping in mind that IEAP status reports are shared with the Strategic Resource Planning Committee (SRPC) and published via the IEAP website.
   a. What did you learn?

   We identified two faculty members (from existing Equity Advocates) to serve as Equity Advocate Leads to work towards a more formalized program for our Equity Advocates. A new program has been developed that provides foundational skills for new EAs (several hours of self-paced training) and a several-hour in person session. Returning EAs will recertify by taking additional trainings from selected options and also in helping to onboard the new EAs. The training for the 2023-24 AY is on May 12.

   We learned that the treatment of EAs serving across disciplines varies widely and sometimes EAs are being treated as outsiders on Disciplinary Search Committees.

   FASE will reemphasize the critical role that EAs play on the committees. We have compiled training materials in a better way to help assist the EAs (who can also share with DSC members as needed).

   Soon we will be engaging with DAA leadership to consider test implementations of EA service on MPP searches with EAs who are willing to serve in such a role.

b. Were the values of diversity, equity, inclusion, and/or accessibility measurably advanced through this initiative in 2022-23? How do you know? (Please attach or link to your data and/or analysis of data.)

DEIBJ efforts are central to the work the EAs perform as members of the Disciplinary Search Committees. Theoretically, this will result in outcomes of tenure-track hiring yielding demographics of new faculty that are more diverse and better aligned with the demographics of our students and region. We do not have sufficient data at this time to demonstrate how effective this has been yet as the updates to the program will not show results until next year at the earliest. That said, this and last years' cohorts of new faculty also were performed by searches with Equity Advocates and the data suggests that the demographics are more diverse than in prior years.

c. Based on what you experienced and learned through this initiative in 2022-23, what are your recommendations specifically relative to the value of, ongoing need for, and/or necessary revisions to this initiative, going forward?

The Equity Advocate program is well-aligned with the kinds of efforts that are occurring throughout higher education (where allowed). This program should continue. The original goal of the proposal was to roll out to the entire campus. That will require a thoughtful partnership with HR and will require a <u>significant</u> expansion of the program. This cannot fall onto a group of 15-20 faculty members. We suggest piloting the use of EAs in some MPP searches housed within DAA in the next year using volunteer EAs. This will provide useful insight into how this might roll out more broadly on campus.

3. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?)

B. **Budget.**

1. **Budget Report.** Provide a summary of the categories by which funds were spent, the amount spent per category, and anticipated balances as of 4/28/2023 and 6/30/2023. For example:

IEAP Initiative Number and Title	
Total Budget	31,989
Expense Category #1	Release time for 2 faculty in S23 (3 WTU each)
Expense Category #2	
Etc.	
Expenditures to Date as of 2/28/23*	12,600
Anticipated Remainder 6/30/2023	19,389

*Attached: Directions for how to generate financial report

2. **Reflections.**
    a. Will you have expended allocated funds for FY23 for this project by 6/30/23?

    Will have spent approximately 1/3 of the funds by 6/30.

    b. When do you anticipate having expended funds allocated for this initiative?

    Given the late start on this project due to the change in leadership, we are behind schedule on this. We anticipate spending some resources in Summer Additional

Employment for the Leads. The remainder of the funds will likely go towards additional release time for the Leads in the 23-24 AY to work towards expanding the EA program more broadly on campus (assuming HR is in a position to take this on at the time).

c. If funds have not been expended by the end of FY23, what are the roadblocks you have experienced in not being able to complete the initiative by 6/30/23?

    Leadership change in FASE was the main contributor to the slower than desired implementation. New AVP came in in Aug 2022 and had to become familiar with current operations.

d. Were funds sufficient, too much, or too little for the initiative this year? What do you recommend going forward? Are ongoing efforts/funding needed for this specific initiative?

    I believe that this was a rather reasonably funded proposal for planning and development purposes. If the EA program does roll out long term and across campus, we will need to determine an institutional structure to ensure that this program continues to thrive.