STANDING COMMITTEES

Academic and Student Affairs Committee

Introduction of New Leadership: Associate Vice Provost for Faculty Advancement, Office of the Provost and Office of Minority Affairs and Diversity

INFORMATION

For information only.

BIOGRAPHICAL SKETCH

Chadwick Allen joined the UW on August 17, 2015. Most recently, he was a professor of English and associate dean for faculty research in the Division of Arts and Humanities at The Ohio State University’s College of Arts & Sciences. A leading scholar in Native American and global Indigenous studies, he is the recipient of two Fulbright fellowships to Aotearoa New Zealand, where he studied Maori literature and culture at Auckland University. In addition to his primary work in Indigenous studies, Allen has a strong interest in frontier studies and the popular western. He has written extensively on the Lone Ranger and Tonto. Allen received a Ph.D. in comparative cultural and literary studies from the University of Arizona, a master’s degree in writing from Washington University and a bachelor’s degree, magna cum laude, in the comparative study of religion from Harvard University.

Attachment
Office for Faculty Advancement
The Office for Faculty Advancement (OFA) assists in the hiring, retention, and success of a diverse and inclusive faculty at the University of Washington in order to help the UW attain its stated goals of promoting equal opportunity and enhancing excellence through diversity. With a lean staff of the AVPFA, who holds a 75% administrative appointment, one full-time professional administrator, and two student assistants, the OFA has successfully built and managed programmatic efforts designed to work toward achieving the university’s goals by providing strategic consultation, policy guidance, financial resources, training seminars, and individual counseling to college, school, and campus leadership, unit chairs and directors, and faculty. Major OFA programs include:

- Development of the **Handbook of Best Practices for Faculty Searches** and **Online Toolkit** – a concise Handbook divided into six steps of the search process, supported by an expansive Toolkit of sample materials and additional resources.
- Management of the **Faculty Recruitment Initiative** – funds provided by the Provost to enrich recruitment offers for new hires that enhance a unit’s diversity profile.
- Establishment of the **Greater Washington State Higher Education Recruitment Consortium (GWS HERC)** – a regional chapter of a national organization focused on increasing access to talented and diverse applicant pools and improving collaboration in cases of dual-career hiring; established at the UW in October 2013.
- Creation of the **Faculty Advancement Initiative** – promotes collaborations with colleges, schools, campuses, and individual units to advance the careers of faculty and to promote ongoing training in diversity/inclusion and faculty advancement for university leadership.
- Management of the UW institutional membership with the **National Center for Faculty Development and Diversity (NCFDD)** – an external mentoring resource for faculty, post-docs, and graduate students that includes access to online courses, monthly writing challenges, and a webinar curriculum.

The underlying goal that guides OFA programming is to provide college, school, and campus leadership with the tools and resources necessary to build and retain a more inclusive faculty. All programming offered or managed by the OFA contributes to the recruitment and/or retention of faculty whose work contributes to campus diversity.

Successful outcomes of these efforts are measured in two ways: 1) the development of new programs or the enhancement of current programs, and 2) an increase in the actions associated with specific programs, either in the form of an increase in the number of individual participants or an increase of in the number of other actions associated with the program (e.g., an increase in the number of jobs posted to the GWS HERC job board). A regularly scheduled evaluation of outcomes allows for the OFA to identify opportunities for program modifications that might better promote stated goals.