



ADAPP-ADVANCE
Office of the Provost
Michigan State University
524 South Kedzie Hall
East Lansing, MI 48824
517-353-8818 (ADAPP Administrative Office)
www.adapp-advance.msu.edu

Mission Statement

Michigan State University has undertaken a bold new initiative titled Advancing Diversity through the Alignment of Policies and Practices (ADAPP), which is funded by a \$3.9 million dollar National Science Foundation (NSF) ADVANCE Program Institutional Transformation award. A central goal of NSF is to strengthen the scientific workforce through increased inclusion of women in science, technology, engineering and mathematics (STEM). ADAPP expands on this goal since its focus on women in the STEM disciplines is rooted in strategies designed to attract, retain and promote the highest quality faculty possible across all disciplines. It will be implemented initially in the Colleges of Engineering, Social Science and Natural Science and eventually infused throughout the University.

Specifically, ADAPP addresses policies and procedures related to 1) tenure and promotion, 2) the annual review process, 3) new faculty recruitment/ search processes, 4) faculty leadership development, and 5) mentoring. Research has shown that by developing objective, transparent criteria and practices in these five areas and consistently applying them across individuals and units, potential bias, both intentional and unintentional, is reduced. In addition, ADAPP institutes Faculty Excellence Advocates (FEA) who will assist with successfully implementing best practices, and a University electronic portfolio system that will serve as a central repository for information on faculty accomplishments and will provide clarity, transparency and accountability to policies, and practices. Faculty benefits from such a system will also include the ability to enter data just once and automatically generate multiple university forms related to review and advancement.

The ADAPP strategies will ultimately promote MSU's core values of quality and inclusion. These strategies will enhance the opportunity for all faculty to thrive within a rich, intellectually stimulating and supportive community in which expectations are clear, there is equitable access to resources, and achievement is fostered and rewarded. Embracing a full range of experiences and viewpoints challenges us to grow and to think differently and sustains a vibrant and competitive learning, research, and work environment. This will be achieved in part by increasing the number of, and diversity among, women who are hired, retained and advanced. Recognizing and increasing diversity among faculty and women improves the quality of the whole institution. For additional information, visit www.adapp-advance.msu.edu or contact the ADAPP administrative office at 517/353-8818.

Principal Investigators (PIs):

Kim Wilcox, Ph.D., Provost (PI)
Estelle McGroarty, Ph.D., Professor, Biochemistry & Molecular Biology (Lead Co-PI)
Terry Curry, M.B.A., Professor, Labor and Industrial Relations (Co-PI)
Mark Roehling, Ph.D., Associate Professor, Labor & Industrial Relations (Co-PI)
Tamara Reid Bush, Ph.D. Visiting Assistant Professor, Mechanical Engineering (Co-PI)
Clare Luz, Ph.D., Assistant Professor, Family Medicine (Co-PI)