Changing Institutional Culture From the Outside In:

Rewarding Public Scholarship & Cross-Sector Collaboration

Nancy Cantor
Syracuse University
Gender Summit—North America
Washington, D.C.
November 14, 2013
Institutional Transformation

- Department chair training
- Climate assessment
- Career-life balance
- Mentoring workshops

ADVANCE

Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers

NSF ADVANCE web site: www.nsf.gov/advancing
ADVANCE web portal: www.advance-portal.net
Send inquiries to: advance@msu.edu
Outside-In Approach

Scott E. Page

Biological Sciences
Computer & Information Science
& Engineering
Mathematical & Physical Sciences
Geosciences

Social, Behavioral & Economic Sciences
Engineering

Scholarship in Public: Knowledge Creation and Tenure Policy in the Engaged University
A Resource on Promotion and Tenure in the Arts, Humanities, and Design

Julie Bilson
and
Timothy K. Estman

Imagining America: Artists and Scholars in Public Life Tenure Team Initiative on Public Scholarship
2008
Mapping the Challenges
Community of Experts

- 200+ companies & institutions
- Clean & renewable energy, indoor environmental quality, water resources
- Research, demonstration, commercialization, workforce development

Lashun King
Thomas
Former
SU ADVANCE
Faculty Fellow,
Now Asst. Prof.
Civil & Env.
Engineering

Onondaga Lake
Sacred/Superfund Site

Graduate students inspect
OnCenter green roof

Laura Lautz
Earth Sciences

Syracuse Center of Excellence

Sources to Seafood

Mercury Pollution in the Marine Environment

The Coastal and Marine Mercury Ecosystem Research Collaborative
December 2012

Project SWIFT

State-Water Interaction for Sustainable Transformation
SU ADVANCE

Jedidah Isler
Faculty Fellow, Physics

Countering solo status
Developing cross-sector connections
NOT checking identity at the door
Filling the pipeline

Jedidah Isler
Faculty Fellow, Physics

ISAN 6
6th International Sidewalk Astronomy Night
April 20, 2013
WWW.SIDEWALKASTRONOMERS.US

the it girls
Redesign Outside-In

**Career Development**
- Professional development to learn how to engage industry
- Flexible faculty tracks
- Grad education on the front lines
- Support transition to junior faculty status, including engaged scholarship

**Institutional Buy-In**
- Value the work as central to institution’s mission
- Create administrative structure to support that centrality
- Promote departmental culture of self-assessment

**Reward Public & Collaborative Scholarship**
- Assessment in promotion and tenure
- Structure incentives for interdisciplinary & engaged work
- Less obsession with sponsored activity hitting institution’s bottom line
- Mix scientific & public policy publications
The Architecture of Inclusion...Literally