

The goal of the Professorial Advancement Initiative (PAI) is to double the rate at which Big Ten Academic Alliance institutions hire underrepresented minority (URM) faculty in the science, technology, engineering, and mathematics (STEM) fields.

OBJECTIVES

The Big Ten Academic Alliance PAI takes a two-pronged approach to achieve its faculty diversity goal by

- 1) creating a pool of URM postdoctoral fellows who are well prepared and trained to enter the academy as tenure-track faculty members; and
- 2) educating mentors, faculty, and faculty search committees about unconscious bias and diversity hiring.

Our **research goals** are to: a) measure the impact of mentoring URM postdoctoral fellows; and b) determine how subtle bias can be removed in the faculty search committee selection process and implement a sustainable model that will assist search committees in hiring URM faculty.

PAI BY THE NUMBERS, 2014-2021

- Averaging **60 URM STEM faculty** hires per year
- Mentoring and developing **178 STEM postdocs**
- Partnering with nearly **200 Big Ten Academic Alliance faculty mentors**
- Increasing awareness of unconscious bias to **thousands of faculty** nationwide through **PAI training resources**
- Highlighting **33 URM potential faculty hires** in STEM across the Big Ten Academic Alliance and nationally

Linda Mason, Dean
Purdue University

Charity Farber, Associate Director
Big Ten Academic Alliance

Building the Future



"One of the Program Officers from the NIH institute that is currently funding my project attended my poster... This was greatly encouraging to me for my own visibility within the field and inspired me to start considering applying for a K99 grant."

"Through your help, I was able to get my work out and get ideas on possible journals, make stronger relationships, and have developed new research collaborations."

"I was able to meet with Dr. X who is my remote advisor for the PAI program. He attends this conference annually and it gives us the opportunity to meet in person. He and I discussed my upcoming plans to applying for tenure-track positions toward the end of next year."