

The Provost's Advisory Council on Equity

July 1, 2019

History and Mission

Established in 2009 as one of the National Science Foundation's ADVANCE grant initiatives at the University of Maine, the Provost's Council on Advancing Women Faculty (PCAWF) led cross-campus discussions and advised the Provost on action about equity and the advancement of women faculty at UMaine. In 2019, on the recommendation of President Joan Ferrini-Mundy and at the request of Provost Jeffrey Hecker, the Council expanded its purview to include faculty members from underrepresented groups. As of July 1, 2019, its name was changed to the Provost's Advisory Council on Equity (PACE), reflecting its more inclusive mission.

PACE exists to advise the Provost on matters of equity and inclusivity among the faculty, with respect to both gender and other underrepresented identities. Based on institutional and national data, PACE offers informed advice on policies and practices that affect the conditions and work-life satisfaction of UMaine faculty members. The larger purpose of PACE is to support the University of Maine in creating and sustaining the conditions under which women and underrepresented faculty members will thrive. By sustaining PACE, the University recognizes faculty diversity as necessary for excellence.

Membership and Terms

PACE includes the following permanent members:

- Provost
- President's Office representative
- Vice-President for Human Resources
- Vice-President for Research and Dean of the Graduate School
- Dean of Cooperative Extension
- Dean of the College of Education and Human Development
- Dean of the College of Engineering
- Dean of the College of Liberal Arts and Sciences
- Dean of the College of Natural Sciences, Forestry, and Agriculture
- Dean of the Honors College
- Dean of the Graduate School of Business
- Dean of the Undergraduate School of Business
- Director of Equal Opportunity
- Director of Institutional Research and Assessment
- Associated Faculties of the Universities of Maine (AFUM) representative
- ADA Coordinator
- Director of the Multicultural Center
- Director of International Programs
- Director of the LGBTQ Allies Council
- Chair of the Women in STEMM (WiSTEMM) organization
- Director of the Rising Tide Center

A faculty representative from each of the following academic units will be nominated by the unit's dean and will serve a two-year term:

- Cooperative Extension
- College of Education and Human Development
- College of Engineering
- College of Liberal Arts and Sciences
- College of Natural Sciences, Forestry, and Agriculture
- Honors College
- Maine Business School

Additional members of PACE may be added at the Provost's discretion.

The Provost designates one PACE member to serve as chair for a two-year term. The chair's responsibilities are to collaborate with the Director of the Rising Tide Center in developing the agenda and to facilitate discussion at meetings. The Director of the Rising Tide Center prepares materials for PACE meetings.

Meetings

PACE meets bimonthly throughout the academic year. Each meeting focuses on a topic relevant to the needs and concerns of women and/or underrepresented faculty at UMaine. Meetings include presentation of data from UMaine as well as national data, followed by action-oriented discussion and recommendations. Past topics and action items are revisited in order to ensure follow-up.