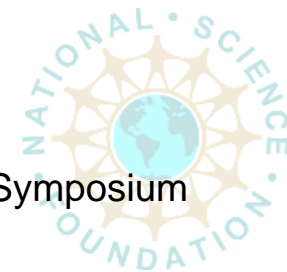


# ADVANCE

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

2007 University of Tennessee Knoxville Women in Science Symposium



# Institutional Transformation

- 5-year projects
- \$2 M to \$4 M total
- Comprehensive, institution-wide, projects to transform the culture of the university or college
- New solicitation: due date 12/6/07
- **IT-Start:** planning grants to support basic work to prepare for transformation at institutions with limited resources: due date 12/6/07



# PAID: Partnerships for Adaptation, Implementation, and Dissemination

- One year to five year projects – variable funding
- Projects that adapt, implement and/or disseminate the exemplary programs, policies, and practices
- Other projects may include:
  - Workshops projects
  - Leadership development programs
  - Centralized resource centers
  - Social science research related to women in STEM academics
- Due date 1/17/08



# ADVANCE contributions

IT, Leadership, and PAID awardees have contributed to:

- policies
- practices
- products

that help advance STEM women in the academy



## ADVANCE Highlights: Implicit bias

- Perceptions and actions are often affected by implicit biases about different categories of individuals.
- This effect is reduced by introducing people, even briefly, to the scholarly findings about the existence and impact of implicit bias.
- Training on the unconscious bias literature for senior STEM faculty who work with departmental recruitment committees and chairs is very effective.



## ADVANCE Highlights: Working with department leadership

Providing chairs with tools and resources to identify issues and to develop action plans to address issues:

- Enhances the professional lives of faculty women
- Reduces attrition and increases advancement



# ADVANCE Highlights: Small grants have large impacts

Some approaches to faculty development grants:

- Supporting attendance at professional meetings
- Providing funds to visit an external mentor or to bring one to campus
- Encouraging interdisciplinary collaboration
- Bridge funding: between start up funding and first external award, or between external funding awards



# ADVANCE Highlights: Mentoring

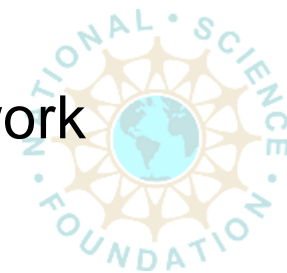
- We know that mentoring:
  - Is important for retention and promotion
  - Supports career development at all stages
  - Reaches fewer women than men when it is only informal
- Multiple mentoring models exist – adaptation to the particular context maximizes effectiveness



# ADVANCE Highlights: Transparency is crucial for faculty retention

It is important that institutional policies are clearly communicated and that practices are consistently followed, for example in:

- Tenure and promotion decision making
- Requests for leave or clock stopping
- Access to resources or services
- Allocation of teaching, service work



## ADVANCE Highlights: Work-family balance is good for job satisfaction

- Important to women and men
- Greater importance to more recent cohorts of faculty
- Policies and practices that address the “two body opportunity”
- Clock stopping policies and practices
- Tenure for part-time positions



# Spreading knowledge

- ADVANCE program innovations are found on other campuses
- Indicators of serious pursuit of broadening participation in STEM fields
- Rising expectations of newer women in academic STEM: looking for welcoming signs



## For More Information on Institutional Change

- Information and materials from ADVANCE Institutional Transformation projects are available for use and adaptation by others

<http://www.nsf.gov/crssprgm/advance/itwebsites.jsp>

- And at the ADVANCE Portal at Virginia Tech:

<http://research.cs.vt.edu/advance/index.htm>



# Explore on-line resources: examples

Georgia Tech's ADEPT (Awareness of Decisions in Evaluating Promotion and Tenure) software: on line interactive training for P & Tenure committee members.

<http://www.adept.gatech.edu/>

The Science of Unconscious Bias: a powerpoint presentation from Toni Schmader, University of Arizona

[http://www.advance.arizona.edu/HeadsUp\\_UnconsciousBias.as.pdf](http://www.advance.arizona.edu/HeadsUp_UnconsciousBias.as.pdf)



# “A Guide to Journal Publication”

A CD Rom from Alice Smith, Industrial and Systems Engineering,  
Auburn University, supported by an ADVANCE Leadership Award  
([aesmith@auburn.edu](mailto:aesmith@auburn.edu))

- Publication Process
  - Finding a journal, methods for assessing journals, submission, review, rejection, revision, publishing, being a good reviewer
- Examples
  - Reviews, responding to a review, citation alert email, printer’s proof, response to printer’s proof
- Videos
  - Interviews with academics about their careers, advice on journal publication
  - How to use Web of Science for citations and impact factors



## MentorNet, the E-Mentoring Network for Diversity in Engineering and Science

- The Academic Career E-mentoring component of MentorNet's signature One-on-One program pairs protégés (graduate students, postdocs, and early career faculty) with mentors in their fields for structured, email-based mentoring relationships
- Visit [www.MentorNet.net](http://www.MentorNet.net) and join the online community




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