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.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)

• 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 and join the online community
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