

NSF ADVANCE, UD ADVANCE, and Women in Engineering (WIE)

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Future Faculty Workshop, August 15, 2016



www.udel.edu/advance
sites.udel.edu/wie





My goals for today

- Familiarize you with NSF ADVANCE and similar programs
- Suggest ways that you might be involved with these programs in the future as a faculty member



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NSF-wide

ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers (ADVANCE)

ADVANCE Program Information

Multiple types of ADVANCE grants:
Institutional Transformation (IT) is the biggest,
most comprehensive



Example schools with ADVANCE programs

Early IT programs that are still going strong post-grant:

- University of Wisconsin – Madison (WISELI)
- University of Michigan (STRIDE)
- University of Washington
- Virginia Tech

Other/more recent grantees include (in no particular order)

UNH, RIT, UMBC, Rutgers, U. Cincinnati, UVA, Brown, Rice, Northeastern, UC Davis, U. Maine.... lots of others!



ADVANCE IT programs often include:

- Faculty mentoring programs
- Professional development/leadership workshops
- Networking events for women in STEM
- Climate studies: surveys, exit interviews, etc.
- Workshops for faculty search committees (generally includes implicit bias training)
- Workshop for administrators, e.g., department chairs
- Policy work: establishment, revision, clarification, dissemination



ADVANCE IT: emphasis on data

All ADVANCE IT institutions are required to submit detailed data to the NSF annually on faculty demographics

Data used to document problems and assess progress.

Activities are based on research, and a social science research project is included in IT grant proposals.



UD ADVANCE

- 5-year, \$3.3 million NSF ADVANCE Institutional Transformation (IT) grant
- Focus on effective institutional practices and policies for faculty development and career progression. Emphasis on women faculty in STEM and women in leadership.

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UD ADVANCE: Example Activities

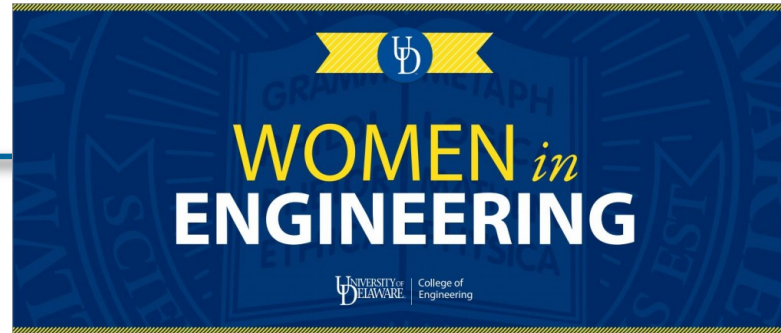
- Provost meetings and walkabouts
- Policy clarification and dissemination (family-friendly, dual-career, P&T, etc.)
- Climate Survey (every two years), exit interviews
- Workshops for department chairs
- Mentoring for associate professors
- P&T workshops
- Networking lunches for women faculty in STEM and social sciences



Women of Color in the Academy: What's Next?

Research Conference, April 2016





Women in Engineering (WIE) is sponsored by the College of Engineering.

Funded by the dean, an endowment, and gifts

Goal is to create a welcoming, productive environment for women (and all) engineers at UD.

Programming focuses on graduate students and faculty.



WIE Grad Student Steering Committee

- Two representatives from each of COE's seven departments.
- Advised by associate dean and a faculty member.
- Meet twice per semester to plan year's activities.
- Most activities are for everyone (male and female), with a few exceptions.



WIE committee members at a coffee break



WIE Activities

- Examples:
 - Welcome pizza lunch for new women grad students
 - Coffee breaks/ice cream social
 - Workshops (e.g., communication, negotiation, implicit bias)
 - Career panel
 - “Meet Your Faculty” networking lunches
 - Visa workshop for international students
 - Grad school info panel for undergrads
 - External speakers



2016 Career Panel



WIE & ADVANCE

There is some overlap between WIE and ADVANCE, but:

- ADVANCE is university wide and WIE is in COE.
- ADVANCE is for faculty while WIE is also for grad students and postdocs.
- WIE provides a lot of programming while ADVANCE is more focused on policy and education of faculty and administrators on best practices.
- ADVANCE is NSF-funded with lots of oversight (evaluation, advisory boards, site visits).



How can you be involved as a faculty member?

If your university has a program like ADVANCE or WIE, chances are they could use help from faculty.

And, you will need to include a section on “broader impacts” in your NSF grant proposals.

So, work together! Your proposal will be stronger if you leverage the resources and expertise of existing programs. Program leaders will appreciate your participation and support.



Benefits of working at ADVANCE school

When you're considering job options, it's a good idea to look to see if a school has programs like ADVANCE and WIE.

Schools with these programs tend to have:

- Awareness of the importance of diversity
- Allies for women faculty and faculty of color
- Mentoring programs
- Family-friendly policies
- A community of colleagues interested in advancing diversity

Good luck!