



Project Title: The Inclusive Connective Corridor: Social Networks and The ADVANCEment of Female STEM Faculty  
Principal Investigator: Nancy Cantor, Chancellor  
Project Dates: October 2010—September 2015  
Total Funding: \$3.4 million  
Annual budget: Approximately \$400,000 for direct programming /staff

#### Four Programmatic Initiatives

**Networking:** Support female STEM faculty as they build strong, professional networks of support and collaboration.  
**Recruitment:** Support early and continuous recruitment of talented female faculty, particularly women from underrepresented racial and ethnic groups and those with disabilities.  
**Corridor:** Ensure female STEM faculty build and lead cross-sector collaborations.  
**Practices:** Engage the campus, particularly male faculty in STEM, in examining and transforming the policies and practices that create inclusive climates.

**Plus, a social science research study** on the impact of network connections on career outcomes for women faculty in STEM disciplines.

#### Project Leadership

**Nancy Cantor**, Chancellor, Principal Investigator

**Kal Alston**, Senior Vice President, Human Capital Development

**Shobha Bhatia**, Laura J. and L. Douglas Meredith Professor of Civil & Environmental Engineering, Co-PI; **Pamela Brandes**, Associate Professor of Management, Co-PI;

**Ines Mergel**, Assistant Professor of Public Administration, Scientific Advisor; **Karin**

**Ruhlandt**, Distinguished Professor and Chair, Chemistry, Co-PI; **Jeff Stanton**, Professor, School of Information Studies, Co-PI

#### Key Targets

Progress will be measured by meeting the following sample benchmarks:

- Increase the number and efficacy of social networks for women STEM faculty.
- Increase the number of women leading in industry collaborations.
- Increase number of women in full professor rank while maintaining or increasing the number of women in lower ranks.
- Double the percentage of women in STEM faculty applicant pools.
- Engage no fewer than half the male faculty in equity and inclusion activities.
- Diversity plans in place with actionable goals, process checkpoints, and accountability measures in 75% of STEM Departments.

For more information, contact us at [icc@syr.edu](mailto:icc@syr.edu) or visit us at [suadvance.syr.edu](http://suadvance.syr.edu)

## Conversations on Equity and Excellence

September 28, 2012

#### Schedule Overview

8:30 Networking Breakfast

9:00 Welcome and General Information about SU-ADVANCE, by Marie Garland, Executive Director

Introduction by Shobha Bhatia, ADVANCE Co-PI; Laura J. and L. Douglas Meredith professor of Civil and Environmental Engineering

“Gender Equity in Science and Engineering: Promising Practices from the ADVANCE Community,” presented by Diana Bilimoria, Ph.D.

10:30 Introduction by Karin Ruhlandt, ADVANCE Co-PI; Distinguished Professor and Chair, Chemistry

“Being an Effective Mentor: Reflections and Challenges,” presented by Paula Trief, Ph.D.

Sheraton Syracuse University ~ Hotel and Conference Center

**8:30 a.m.: Networking Breakfast***Regency "BC"***9:00 a.m.: Gender Equity in Science and Engineering: Promising Practices from the ADVANCE Community***Regency "BC"*

Dr. Diana Bilimoria will present findings from a comprehensive review of ADVANCE-supported equity initiatives at nineteen U.S. Universities. Participants will learn key features of a generalized framework for how higher education institutions can support gender equity at key career transition points.

This presentation should be of special interest to those committed to leading institutional change by creating more equitable policies and practices for faculty.

**10:30 a.m.: Being an Effective Mentor: Reflections and Challenges***Regency "A"*

Dr. Paula Trief will guide participants through a reflection on the qualities that define positive and effective mentorship experiences and relationships. The group will learn about, and discuss, ways to improve their mentoring skills with a focus on common, as well as unique, challenges.

This presentation should be of special interest to faculty with an interest in developing skills as a mentor, or learning more about what to expect out of a positive mentoring relationship.

**Diana Bilimoria, Ph.D.**  
**Key Bank Professor and Professor of Organizational Behavior**  
**Weatherhead School of Management**  
**Case Western Reserve University**



Dr. Bilimoria is co-author of three books and over fifty refereed articles and chapters, including *Gender Equity in Science and Engineering: Advancing Change in Higher Education* (Routledge, 2012). She was the 2011-12 Chair of the Gender and Diversity in Organizations Division of the Academy of Management, and has published extensively and received multiple research grants on topics related to gender in organizations. Her research has been used to facilitate the institutional transformation of research universities to become more inclusive of the success and contributions of women faculty.

**Paula Trief, Ph.D.**  
**Senior Associate Dean, Faculty Affairs and Faculty Development**  
**SUNY Upstate Medical University**



After many years as a clinician, Dr. Trief joined the faculty in the Department of Psychiatry at SUNY Upstate Medical University in 1993. She is currently Professor of Psychiatry and Behavioral Sciences and Professor of Medicine. Her main academic focus is research into behavioral interventions for diabetes patients and she currently is PI on 2 NIH grants. She is also a co-investigator on the Pathfinder Project, an NIH-funded trial led by researchers of the University of Rochester, which is a study of mentoring interventions for women and under-represented minorities.