

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 and project staff

Four key Initiatives

Networking: Support female STEM faculty as they work to build strong, professional networks of support and collaboration
Corridor: Help 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.
Recruitment: Support early and continuous recruitment of talented female faculty.

Project Leadership

Nancy Cantor, Chancellor, Principal Investigator

Kal Alston, Senior Vice President for 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/ Associate VP, Office of Research, Co-PI

Goals

Over the course of five years, SU-ADVANCE will achieve the following outcomes:

- 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 or visit us at suadvance.syr.edu

LEADING INCLUSION

Monday, April 2, 2012

Building capacity to lead with a focus on inclusion is an important first step in the process of transforming the day-to-day climate in departments, schools and colleges, and the University as a whole.

Program in Brief

Local Strategies: Programs for Building Inclusive Organizations

9:30 a.m. - 11:00 a.m.
Bird Library Room 114

Keynote: Inclusion and Excellence in Higher Education

11:00 a.m. - 12:30 p.m.
Bird Library 114

Dr. Linda P. B. Katehi, Chancellor, University of California, Davis
With introduction by Dr. Nancy Cantor, Chancellor, Syracuse University

Luncheon and Networking

12:30 p.m. - 1:30 p.m.
Schine 304C

Inclusive Leadership: Case Studies from Higher Education
Patricia (Pat) Lowrie

1:30 p.m. - 3:30 p.m.
Schine 304C

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National Science Foundation (Grant No. HRD 1008643).



Local Strategies: Programs for Building Inclusive Organizations

**9:30 a.m. - 11:00 a.m.
Bird Library Room 114**

Leaders from global and regional companies share what inclusion means to them and how each has built positive climates that engage the talents of the entire organization. Featuring:

Sandra Fenske; General Counsel, Lockheed Martin Corporation
Laura Georgianna; Sr. Director, Organization Capability & Development; Welch Allyn, Inc.

Kit McDonald; Director, Corporate Human Resources; SRC, Inc.
Michele Morningstar; Program Manager: K-12 Programs; Global Diversity Network Groups & Councils; Diversity Center of Competence; IBM

Tarina McQueeney; HR Director, Syracuse Division; Wegmans

Keynote: Inclusion and Excellence in Higher Education

**11:00 a.m. - 12:30 p.m.
Bird Library 114**

Dr. Linda P. B. Katehi

With introduction by Dr. Nancy Cantor, Chancellor, Syracuse University

University of California, Davis Chancellor Linda P.B. Katehi will touch on her own personal story as she focuses on the links between inclusion and excellence. She will also discuss UC's far-reaching, system wide-initiative to recruit, retain and advance more women and under-represented minority women faculty in STEM.



Linda Katehi became the sixth chancellor of the University of California, Davis, in 2009. Chancellor Katehi also holds UC Davis faculty appointments in electrical and computer engineering and in women and gender studies. A member of the National Academy of Engineering, she chaired until 2010 the President's Committee for the National Medal of Science and the Secretary of Commerce's committee for the National Medal of Technology and Innovation. She is a fellow of the American Association for the Advancement of Science and the American Academy of Arts and Sciences.

Luncheon and Networking

**12:30 p.m. - 1:30 p.m.
Schine 304C**

An opportunity to share strategies and ideas and connect with others engaged in the important work of leading inclusion in their organizations.

Inclusive Leadership: Case Studies from Higher Education
Patricia (Pat) Lowrie

**1:30 p.m. - 3:30 p.m.
Schine 304C**

In this session participants deepen their understanding of the nuances of inclusive leadership within the academy. Through case studies, dialogue, and capacity building exercises, the experience will stimulate a reinterpretation of what inclusive leadership might be. The anticipated outcome will be the exploration of different approaches of navigating the complexity of diverse collegial interactions that result in richer dialogue and greater ability to influence success .

Pat Lowrie, director of the Women's Resource Center at Michigan State University and assistant to the dean of the College of Veterinary Medicine at MSU, shares her experiences helping to create a climate that makes everyone successful. A graduate of Howard University, Ms. Lowrie chairs the executive committee of *Campus Women Lead*, an affiliate of AAC&U's Office of Diversity, Equity and Global Initiatives and the Project on the Status and Education of Women. In this interactive workshop, participants will be challenged to experience first hand how one's own perspective influences key leadership choices and shapes one's response to challenges.



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