MISSION

♦ Of the NSF ADVANCE-IT PROGRAM: produce large-scale comprehensive change and serve as a locus for research on gender equity and institutional transformation for academic STEM.

♦ Of the SU ADVANCE INITIATIVE: to create a sustainable network of connections that support the recruitment, retention, and promotion of women in STEM and, ultimately, create an inclusive and equitable institution.

HISTORY / TIMELINE

1999–2007: Women in Science and Engineering (WISE) forms and begins to identify and address core challenges for STEM women students and faculty

2007: ADVANCE proposal team formed within WISE; 1st proposal submitted

November 2009: 2nd proposal submitted

Summer 2008: Notification that 1st proposal not funded; ADVANCE proposal team reforms and reevaluates.

October 1, 2010: $3.4 million, 5-year non-renewable Cooperative Agreement with NSF begins

March 2013: Exemplary 3rd Year Site Review from NSF

October 1, 2013
Supplemental “Career Life Balance” award received to establish dual career program
Award total now = $3.5 million

October 1, 2015
Year 1 No Cost Extension to begin
$264k for programming remains

October 1, 2016
Possible 2nd year of No Cost Extension (pending NSF review of progress)

SU ADVANCE continues as an institutionally-supported initiative, adapted to institutional priorities related to faculty diversity

2007–2017

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2007–2017

GOALS

Recruitment
♦ Faculty take ownership for early stage and ongoing recruitment of (women) faculty for STEM positions.

Engagement
♦ (Women) faculty are connected to each other and to resources supporting continued career development.
♦ (Women) faculty excel in interdisciplinary and cross-sector research.

Inclusion and Equity
♦ Policies and practices that impact faculty careers create and sustain equity and inclusion.
♦ (Male) faculty are engaged in creating an inclusive campus.
♦ Diversity is a strategic priority of all organizational units, particularly academic departments.

STRATEGIES

Give faculty opportunities to learn and to do things differently.

Policy and Practice: Change and Transparency

Workshops, Lectures, and Training Events

Financial Support for Equity and Inclusion Efforts

Network Development Funds, Skills workshops, Networking Events
Since the 2010-2011 search year, women have represented, on average, 23.4% of the applicant pools for STEM positions, but have received 37.1% of all offers and constitute 36.6% of all new hires.

With SU ADVANCE support, 24 Promising Researchers have visited campus at an average cost of $875 per visit. In addition, SU ADVANCE has ensured that 17 women have had a chance to interview for positions (average $1,100/visit).

Support for recruitment includes
- Workshops and financial support to encourage outreach (prior to recruitment/posting)
- Discussions of implicit bias with search committees and financial support to ensure women have a chance to interview
- Engagement with women faculty from departments besides the host during finalist visits

Since the 2010-2011 search year, women have represented, on average, 23.4% of the applicant pools for STEM positions, but have received 37.1% of all offers and constitute 36.6% of all new hires.

The offer “accept” rate among women and among men is virtually equal since 2010-2011: 67% and 68% respectively.

Underrepresented minority candidates comprise, on average, 5.2% of applicant pools. URM women are just 1.5% of applicants for all STEM positions.
SU ADVANCE provides women faculty with opportunities to pursue their professional goals together and network with others across campus, starting with their first campus visit. All female faculty (and new male faculty) receive a printed copy of our “mentoring toolkit” which provides suggestions for how to structure and use a developmental network.

To date, 65 full time female faculty in STEM have taken advantage of at least one of 22 opportunities for direct support (grants or learning opportunities) in addition to attending events solely for the purposes of network building.

**Sample Workshop and Luncheon topics:**
- Writing: Good Science
- Working with Journalists
- Social Media
- Conflict & Negotiation
- International Collaboration
- Understanding Your Impact Factor
- Responding to Student Feedback
- Leading Multidisciplinary Teams
- Establishing Priorities
- Managing Stress
- The Family-Friendly University
- Coaching & Sponsorship
- Mentor Networks

$136,600

Direct awards in support of faculty initiatives and STEM women (includes fees for executive coaching)

New campus-wide initiatives developed by SU ADVANCE include:
- Mentoring and Coaching for Associate Professors
- Dual Career Network
- Dependent Care Travel Fund Pilot Program

**Table of Contents**

- Introduction: Project Background
- Section 1: Developmental Networks – A shared model and language for mentoring
- Section 2: Developing: Setting the Mentoring “You Need
- Section 3: Supporting as a Mentor
- Section 4: Mentoring: Leading in a Network
- Section 5: Simplicity to Differences
- Section 6: Social Network Theory and Mentoring
- Appendix: Resources, Links and References

**How to Use This Manual:**

This manual is designed to be used as a resource, as needed. Users are encouraged to choose what to attend to help them overcome challenges. Sections may or may not apply at any given moment.

Visit our website for an overview of the material covered in this manual. Sections 1, 2, and 7, 8 are closely related to this manual. Sections 3, 4, and 5, 6, 9 are also related to this manual. Sections 7, 8, and 9 are closely related to this manual.

How to make sure mentoring is considered an orientation: Read Sections 3, 4, and 7, 8.

A Note About Terminology:

Throughout the manual, we use the term “mentor” to refer to partners who provide development and support, and “mentoring” to describe the developmental relationship. Types of mentors can include: mentors, coaches, sponsors, confidants, and developmental network coaches. Where we mention the term “specific type of mentor,” it means specific on management.

95

Percentage of STEM tenured and tenure track female faculty who are participants in SU ADVANCE events

20

Average number of active Dual Career Network clients at any given time since 2014.

$750

Available annually to offset additional dependent care costs resulting from travel.
The STEM Partnership Program (SPP) provides a conversational approach to increasing understanding about the many ways that unconscious bias impacts the careers of female faculty in STEM. Eleven male leaders met over six weeks to complete a curriculum designed to increase their capacity for action as allies and advocates. SPP participants have become voices of equity and inclusion in their departments.

A December 2014 survey of STEM T/TT faculty (many but not all of whom are also program participants) revealed that faculty believed that SU ADVANCE has:

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<td>43.5 (60)</td>
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NEAR-TERM PRIORITIES

1. Continue to enhance faculty recruitment efforts, especially through support of outreach and continued engagement activities. Reconstitute a Faculty Fellows program to increase the number of underrepresented faculty on campus.

2. Create an inclusive leadership “lab” for future faculty leaders, drawing on strengths of mentoring work, the partnership program, and faculty coaching program. Incorporate data from SU ADVANCE climate survey, COACHE, and future data collection activities.

3. Expand and enhance support for work-life quality among faculty through the continuation of the dual career network and dependent care travel awards, and continually examine policies and practices that impact work-life quality.

4. Ensure continued leadership in pursuit of campus inclusion priorities through creation of an effective and sustainable model of supporting faculty diversity.

Number of T/TT women in STEM as of January 2016 (an increase of 41%)