Welcome to the 2016 UWF Faculty ADVANCE Annual Showcase! The UWF Faculty ADVANCE Program is a university-wide, systemic program supported by the National Science Foundation that focuses on enhancing a supportive and inclusive culture for recruiting, retaining, and advancing women faculty in STEM fields. Although the UWF ADVANCE Program is in its final year of funding, we are at the beginning of the evolution of a campus.

The ADVANCE Annual Showcase is an exciting opportunity to celebrate the contributions and accomplishments of the ADVANCE Program and Scholars. This year’s theme is The Evolution of a Campus. We recognize the University’s contributions to enhance the culture for women faculty and broaden participation in STEM fields, and invite the UWF community to join us in continuing to enhance our institutional transformation!

UWF Faculty ADVANCE Team:
- Eman El-Sheikh, Ph.D., Principal Investigator & Director
- Sherry Schneider, Ph.D., Co-Investigator
- Susan Walch, Ph.D., Co-Investigator
- Pam Vaughan, Ph.D., Co-Investigator
- Hui-Min Chung, Ph.D., Co-Investigator
- Carla Thompson, Ed.D., Program Evaluator
- Irina Kantaras, Program Graduate Assistant
- Maureen Howard, Evaluation Graduate Assistant

FROM THE PROVOST AND EXECUTIVE VICE PRESIDENT

I am pleased to welcome everyone to the University of West Florida’s Faculty ADVANCE Showcase: The Evolution of a Campus. This unique event will highlight university initiatives dedicated to promoting a diverse campus culture and the achievements of our UWF Faculty ADVANCE Program and Scholars.

The UWF ADVANCE Program supports the University’s strategic priority to recruit, support, retain, and recognize diverse, high-quality faculty.

Please accept my best wishes for your work in the years ahead.

Sincerely,

Martha D. Saunders, Ph.D.
Provost and Executive Vice President

Enhancing a Supportive and Inclusive Culture for Recruiting, Retaining and Advancing Women Faculty in STEM
The Evolution of a Campus

SHOWCASE AGENDA

10:30–11:30 AM
Highlights and Accomplishments of the UWF Faculty ADVANCE Program and Scholars
Dr. Eman El-Sheikh, ADVANCE Principal Investigator; Director, Center of Cybersecurity; Associate Dean, College of Science and Engineering; and Professor of Computer Science

UWF Climate and Culture Survey Highlights
Dr. Sherry Schneider, ADVANCE Co-PI, Assistant Professor of Psychology

11:30 AM–1:00 PM
Keynote Luncheon and Address
Introduction of Keynote Address
Dr. Martha Saunders, Provost and Executive Vice President

Keynote Luncheon
What it Takes to ADVANCE: Positioning UWF as a National Platform for Institutional Transformation
Dr. Patrice McDermott
Vice Provost for Faculty Affairs
University of Maryland Baltimore County

What will it take for UWF to create an institutional culture in which women and minority faculty thrive in STEM? How can the lessons learned from such efforts position UWF as a national model for more productive and empowering campus environments for all faculty? To answer these questions, Dr. McDermott will situate UWF ADVANCE within the context of national trends and best practices from over 16 years of NSF-funded ADVANCE projects and provide additional insights gleaned from the challenges UMBC had to overcome in its own transformation efforts.

SHOWCASE TEAM

EMAN EL-SHEIKH
Director, Center for Cybersecurity; Associate Dean, College of Science and Engineering; Professor, Computer Science

HUI-MIN CHUNG
Associate Professor, Biology

EMAN EL-SHEIKH
Director, Center for Cybersecurity; Associate Dean, College of Science and Engineering; Professor, Computer Science

HUI-MIN CHUNG
Associate Professor, Biology

MAUREEN HOWARD
Graduate Research Assistant, Exercise Science and Health Education

IRINA KANTARAS
Graduate Assistant, Master's Student, Industrial/Organizational Psychology

SHERRY SCHNEIDER
Assistant Professor, Psychology

CARLA THOMPSON
Director, Community Outreach Research and Learning (CORAL) Center, Professor, Professional and Community Leadership

PAMELA P. VAUGHAN
Associate Professor, Chemistry

SUSAN WALCH
Associate Professor, Psychology

NOT PICTURED

HUI-MIN CHUNG
Associate Professor, Biology

Maureen Howard
Graduate Research Assistant, Exercise Science and Health Education

Carla Thompson
Director, Community Outreach Research and Learning (CORAL) Center, Professor, Professional and Community Leadership

Pamela P. Vaughan
Associate Professor, Chemistry

Susan Walch
Associate Professor, Psychology

Eman El-Sheikh
Director, Center for Cybersecurity; Associate Dean, College of Science and Engineering; Professor, Computer Science

Irina Kantaras
Graduate Assistant, Master's Student, Industrial/Organizational Psychology

Sherry Schneider
Assistant Professor, Psychology

Maureen Howard
Graduate Research Assistant, Exercise Science and Health Education
ADVANCE Scholars

Sikha Bagui
Professor and Chair, Computer Science

Lisa Blalock
Assistant Professor, Psychology

Jane Caffrey
Professor, Biology and Center for Environmental Diagnostics and Bioremediation

Toby Daly-Engel
Assistant Professor, Biology

Jocelyn Evans
Professor and Associate Dean of the College of Arts, Social Sciences and Humanities

Sarah Evans
Assistant Professor, Criminology and Criminal Justice

Natalie Goulette
Assistant Professor, Criminology and Criminal Justice

Jane Halonen
Professor, Psychology

Alexis Janosik
Assistant Professor, Biology

Kristina Killgrove
Assistant Professor, Anthropology and Archaeology

Jia Liu
Associate Professor, Mathematics and Statistics

Kimberly McCorkle
Associate Dean and Professor, College of Education and Professional Studies, Chair, Department of Legal Studies, Public Administration and Sport Management

Karen Molek
Assistant Professor, Chemistry

Valerie J. Morganson
Assistant Professor, Psychology

Lakshmi Prayaga
Associate Professor, Instructional, Workforce and Applied Technology

To me, being a woman in STEM means being a role model for all students.

—Lisa Blalock, Assistant Professor of Psychology
ADVANCE Scholars

Vanessa Rainey
Assistant Professor, Psychology

Bhuvana Ramachandran
Assistant Professor, Electrical and Computer Engineering

Jamie Snyder
Assistant Professor, Criminology and Criminal Justice

Claudia Stanny
Director, Center for University Teaching, Learning, and Assessment; Associate Professor, Psychology

Lisa VanWormer
Associate Professor, Psychology

Michelle Williams
Professor and Chair, Government

To me, being a woman in STEM can be challenging, but it is a joy to be in a field that I am passionate about.

Advice for younger women in STEM: No matter what you decide to do, there are always going to be hurdles. Don’t let anything stand in your way of success or stop you from propelling yourself toward the career you desire!

—Alexis Janosik, Assistant Professor of Biology

Claudia Stanny
Director, Center for University Teaching, Learning, and Assessment; Associate Professor, Psychology

Lisa VanWormer
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Michelle Williams
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—Alexis Janosik, Assistant Professor of Biology

Joanne Curtin
Assistant Professor, Anthropology and Archaeology

Meredith Marten
Assistant Professor, Anthropology and Archaeology

Florentina Tone
Associate Professor, Mathematics and Statistics

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—Alexis Janosik, Assistant Professor of Biology
ADVANCE by the Numbers

- **683** Faculty Members Surveyed Over Two Years
- **14** Presentations and Publications
- **6** Career Networking Grants Awarded
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- **394** Faculty Members Reached Through Workshops
- **7** Distinguished Visiting Scholars
- **38** ADVANCE Scholars
- **4** Annual Conferences
- **40** Mentors and Mentees
Climate and Culture Survey launched to serve as a baseline to measure progress towards a culture supportive of women faculty in the STEM disciplines over the course of the UWF NSF ADVANCE grant (2011-2015)

Work Life A-Z and “Did you know?” web guides developed to provide easy access to resources that will help to create a healthy work life balance. (uwf.edu/offices/advance/work-life-effectiveness-task-force/)

Expert Hotline was established which identifies UWF faculty who have agreed to answer questions from other UWF faculty in their areas of expertise. (uwf.edu/offices/advance/mentoring/expert-hotline/)

ADVANCE Outcomes and Achievements

**2012**
- Supported efforts to establish Office of Equity, Diversity, and International Affairs (OEDIA)
- Supported efforts to appoint UWF’s first Chief Diversity Officer, Dr. Kim LeDuff

**2013**
- STRIDE Task Force developed and disseminated report on recommendations for enhancing recruitment and retention of women and Members of Underrepresented Racial and Ethnic Groups (MURGes)
- ADVANCE Mentoring Program established
- Assisted in the establishment of the UWF Parent Association and co-hosted a public lecture with the Association on Work Life Balance, given by Dr. Valerie Morganson
- Dr. Eman El-Sheikh, ADVANCE PI, received the 2014 President’s Award for Leadership in Diversity

**2014**
- STRIDE Task Force developed and distributed The “DOs” of Recruitment and Hiring for Diversity to be used by search committees
- Work Life Effectiveness Task Force secured a private lactation room for nursing mothers in the UWF Library
- ADVANCE received the 2015 Friend of Diversity Award from OEDIA

**2015**
- Worked with Administration and UFF to facilitate paid parental leave benefits
- Climate and Culture Survey 2015 measured changes in faculty perceptions since the beginning of the grant

**2012**
- Dr. Kimberly Frederick, Associate Professor of Chemistry at Skidmore College, presented Lab on a Chip: Using Plastic Diagnostic Chips to Improve Health Care as a Distinguished Visiting Scholar
- Dr. Mary Silver, Emeritus Professor of Biological Oceanography at the University of California, Santa Cruz, presented Natural Toxins in the Sea: Ancient Hazards for Humans as a Distinguished Visiting Scholar

**2013**
- Dr. Judy Bronstein, University Distinguished Professor of Ecology and Evolutionary Biology at the University of Arizona, presented The Dark Side of Mutualism as a Distinguished Visiting Scholar
- Dr. Carol Tavris, Author and Social Psychologist presented Mistakes Were Made, But Not By Me as a Distinguished Visiting Scholar

**2014**
- Dr. Wendy Regoezzi, Associate Professor and Director of Criminology Research Center at Cleveland State University, presented Who Done It? Exploring the Importance of Situational Context, Neighborhood Structure, and Forensic Evidence for Solving Homicide Cases as a Distinguished Visiting Scholar
- Dr. David Asai, Senior Director of Science Education Programs at Howard Hughes Medical Institute, presented Listening to Difference at the 2014 ADVANCE Showcase

**2015**
- Diversity, Recruiting, Hiring, Mentoring, and Retention Workshops
  - Dr. JoAnn Moody facilitated the Diversity, Recruiting, Hiring, Mentoring, and Retention workshops for deans, chairs, administrators and faculty aimed at engaging them in hands-on use of best practices for diversity recruitment and hiring

**Effective Negotiation Workshops**
- Dr. Jane Tucker, Consultant, COACH Program, University of Oregon, facilitated two days of interactive workshops focused on the importance of negotiation, successful negotiation techniques and styles, as well as handling difficult people and conversations


The DOs of Recruitment and Hiring for Diversity provides guidance for conducting equitable faculty searches for search committee members STRIDE Task Force (Walch, S., Amin, R., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.) and Bauer, K.


Special Thanks to our Partners and Supporters

NSF UWF Faculty ADVANCE Internal Steering Committee
Eman El-Sheikh, Committee Chair, PI, Director
Sherry Schneider, Co-PI
Susan Walch, Co-PI
Pam Vaughan, Co-PI
Hui-Min Chung, Co-PI
Irina Kantaras, GA
Janice Gilley, President’s Office
George Ellenberg, Provost’s Office
Mike Huggins, College of Science and Engineering
Kimberly McCorkle, College of Education and Professional Studies
Kim LeDuff, University College
Cynthia Farza, Equal Opportunity
Steve Kaas, Center for Applied Psychology
Valerie Moneyham, UWF Ridget Office
Carol Rafalski, Research and Sponsored Programs
Karen Rasmussen, Innovation Institute
Matt Schwartz, Earth and Environmental Sciences
Claudia Stanny, Center for University Teaching and Assessment
Toby Daly-Engel, Biology, Association for Women in Science

NSF UWF Faculty ADVANCE Internal Partners
President’s Office
Provost’s Office
College of Science and Engineering
College of Education and Professional Studies
Research and Sponsored Programs
Center for University Teaching, Learning and Assessment
Center for Applied Psychology
Community Outreach Research and Learning Center
Office of Human Resources
Office of Equity, Diversity and International Affairs
Office of Undergraduate Research
Women’s Studies Program

NSF UWF Faculty ADVANCE Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Task Force
Jia Liu, Mathematics and Statistics
Sara Evans, Criminology and Criminal Justice
Sikhu Bagui, Computer Science
Richard Hawkins, Marketing and Economics
Raid Amin, Mathematics and Statistics
Mohamed Khabou, Electrical and Computer Engineering
Robert Phulen, Anthropology and Archaeology
Susan Walch, Chair, Psychology

NSF UWF Faculty ADVANCE External Advisory Board
Dr. Eman El-Sheikh
PI and Director, UWF Faculty ADVANCE Program
Director, Center for Cybersecurity
Associate Dean, College of Science and Engineering
Professor of Computer Science
University of West Florida
Pensacola, FL

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Dr. Keicia Thomas
Associate Dean for Faculty Leadership, Development & Diversity
Professor of Industrial-Organizational Psychology
Founding Director of the Center for Research & Engagement in Diversity
Franklin College of Arts and Sciences
University of Georgia
Athens, GA

NSF UWF Faculty ADVANCE External Partners
The ASTA Group, LLC
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Special Thanks to our Partners and Supporters
“My favorite part of being an ADVANCE scholar is getting to know all the other women scientists from UWF at lunches and workshops over the years. I think ADVANCE has built up a community of scholarship among women in STEM.”

— Jane Caffrey, Professor in the Center for Environmental Diagnostics and Bioremediation