NSF UWF Faculty ADVANCE Program

• Overall Purpose:
  Adapt best practices for *Enhancing a Supportive and Inclusive Culture for Recruiting, Retaining, and Advancing Women Faculty in STEM*

• NSF-funded 5-year $598,354 grant (2011-2016)
  – Currently in year 5

• [uwf.edu/advance/](http://uwf.edu/advance/)
  – Overview of ADVANCE Scholars, events, resources and partners
ADVANCE Investigator Team

Eman El-Sheikh, PI and Project Director
Sherry Schneider, co-Investigator
Pamela Vaughan, co-Investigator
Susan Walch, co-Investigator
Hui-Min Chung, co-Investigator

Carla Thompson, Evaluator
Irina Kantaras, Program Graduate Assistant
Maureen Howard, Evaluation Graduate Assistant
ADVANCE Teams & Partners

• Internal Steering Committee
• External Advisory Board
• WLE Task Force (*Work-Life Effectiveness*)
• STRIDE Task Force (*Strategies and Tactics for Recruiting to Improve Diversity and Excellence*)
• UWF Partners
• External Partners
ADVANCE Units

• Anthropology and Archaeology
• Biology
• Center for Environmental Diagnostics & Bioremediation
• Chemistry
• Computer Science
• Criminology and Criminal Justice
• Earth and Environmental Sciences

• Electrical and Computer Engineering
• Government
• Instructional, Workforce and Applied Technology
• Marketing and Economics
• Mathematics and Statistics
• Physics
• Psychology
ADVANCE Activities

- Career Networking and Proposal Development Awards
- Mentoring Program & Expert Hotline
- Professional Coaching Program
- Scholars Luncheons
- Distinguished Visiting Scholar Series
- Professional and Leadership Development Workshops
- Diversity Training for Administrators
- Network of Research Scholars
- Annual Showcase & Scholars Celebration
- STRIDE Task Force
- WLE Task Force
ADVANCE by the Numbers

- 4 Annual Conferences
- 683 Faculty Members Surveyed Over Two Years
- 38 ADVANCE Scholars
- 14 Presentations and Publications
- 6 Career Networking Grants Awarded
- 394 Faculty Members Reached Through Workshops
- 7 Distinguished Visiting Scholars
- 40 Mentors and Mentees
ADVANCE Scholars

Anthropology and Archaeology
  Joanne Curtin
  Kristina Killgrove
  Meredith Marten

Applied Science and Technology
  Lakshmi Prayaga

Mathematics and Statistics
  Jia Liu
  Florentina Tone

Government
  Jocelyn Evans
  Michelle Williams

Center for Environmental Diagnostics and Bioremediation
  Jane Caffrey

Computer Science
  Sikha Bagui
  Eman El-Sheikh

Biology
  Hui-Min Chung
  Toby Daly-Engel
  Alexis Janosik

Chemistry
  Karen Molek
  Pamela Vaughan

Electrical and Computer Engineering
  Bhuvana Ramachandran

Psychology
  Lisa Blalock
  Jane Halonen
  Valerie Morganson
  Vanessa Rainey
  Sherry Schneider
  Claudia Stanny
  Lisa VanWormer
  Susan Walch

Criminology and Criminal Justice
  Sara Evans
  Natalie Goulette
  Katherine Johnson
  Jamie Snyder
  Kimberly McCorkle
Speakers and Workshops

2012

Dr. Kimberley 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. Kelly Mack,
Executive Director Project Kaleidoscope, and Vice President of STEM Education, Association of American Colleges and Universities, presented *That None Shall Perish*, the importance of a holistic approach to STEM education and broader representation in STEM disciplines at the 2013 ADVANCE Showcase

Dr. Mary Silver with ADVANCE Team and Scholars

Dr. Kelly Mack
Speakers and Workshops

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.

Dr. Wendy Regoecezi, 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.
Speakers and Workshops

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.

2014-2015

Dr. JoAnn Moody, Faculty Development and Diversity Consultant

Dr. Jane Tucker, Consultant, COACH Program, University of Oregon
2016 Distinguished Visiting Scholar

• Dr. Anne Fausto-Sterling, Professor Emerita of Biology and Gender Studies at Brown University

• 2016 ADVANCE Distinguished Visiting Scholar and Women’s Studies Conference Keynote Speaker
2016 ADVANCE Showcase Keynote Speaker

• Dr. Patrice McDermott, Vice Provost for Faculty Affairs, University of Maryland Baltimore County

• Dr. McDermott received numerous grants and awards for enhancing diversity in STEM

• She serves as an advisor for the Society for STEM Women of Color, National STEM Gender Equity Coalition and the Teaching to Increase Diversity and Equity in STEM (TIDES) Project, among others.
ADVANCE Luncheons

• Facilitate networking among faculty
• Topics include:
  – ADVANCE activities, professional development
  – Tenure and Promotion discussions
  – Research presentations by ADVANCE Scholars
• Expanded to included non-tenure track STEM women faculty
Faculty Career Networking and Grant Proposal Development Awards

2011-2012
Dr. Karen Molek
Collaboration and networking with the College of St. Benedict/St. John’s University to enhance recruitment and retention of underrepresented groups in Chemistry

2012-2013
Dr. Erica Jordan
Conducted pilot studies to evaluate and develop a preconception peer education program concerning racial disparity in infant mortality

Dr. Florentina Tone
Organized an international research group to study the existence and convergence of attractors for different partial differential equations
Faculty Career Networking and Grant Proposal Development Awards

2013-2014
Dr. Hui-Min Chung  Dr. Karen Molek

Networked with LSU and UMBC to expand opportunities for STEM student retention and success and explore research and education collaborations

2014-2015
Dr. Kristina Bauer

Examined the impact of training intervention on the retention and professional identity of STEM majors
Mentoring Program

- Matched mentors and mentees based on survey input
- Provided training for both mentors and mentees
- Established Mentoring Advisory Committee:
  - Dr. Carl Backman, College of Business
  - Dr. Carla Thompson, College of Education and Professional Studies
  - Dr. Lusharon Wiley, Dean of Students Office
- Established Expert Hotline
- Presented program evaluation at various conferences
Goal: Provide coaching services to ADVANCE Scholars who are transitioning to leadership or new roles

Coach: Dr. Joan Brannick

• 2015-2016
  – Dr. Kathy Johnson, Criminology and Criminal Justice
  – Dr. Valerie Morganson, Psychology
  – Dr. Susan Walch, Psychology

• 2014-2015
  – Dr. Hui-Min Chung, Biology
  – Dr. Joanne Curtin, Anthropology and Archaeology
  – Dr. Jia Liu, Mathematics and Statistics

• 2013-2014
  – Dr. Claudia Stanny, Psychology
  – Dr. Kimberly McCorkle, Justice Studies
  – Dr. Michelle Williams, Government

• 2012-2013
  – Dr. Jocelyn Evans, Government
  – Dr. Sherry Schneider, Psychology
  – Dr. Pam Vaughan, Chemistry
Work-Life Effectiveness (WLE) Task Force

• Goal
  – Evaluate and advocate for policies, practices, and services that support and enhance work-life balance

• Initiatives
  – UWF Work-Life A-Z Guide (www.uwf.edu/advance)
  – Did you know? Guide (www.uwf.edu/advance)
  – UWF Parent Association
  – Lactation room in Library for faculty, staff and students
  – Child care options for faculty (in progress)
Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Task Force

• Goal
  – Review recruitment and retention policies and procedures

• Initiatives
  – Disseminated reports on UWF faculty diversity data
  – Developed recommendations for enhancing faculty diversity
  – Developed and disseminated Diversity Recruitment and Hiring Best Practices guidelines
  – Investigating factors influencing promotion to Professor
Outcomes & Achievements

2012-2013

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/)

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

STRIDE Task Force developed and disseminated report on recommendations for enhancing recruitment and retention of women and Members of Underrepresented Racial and Ethnic Groups (MUREGs)

2013-2014

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
Outcomes & Achievements

2014 - 2015

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

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

MILK & COOKIES
- LACTATION ROOM OPEN HOUSE
**Products**


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, H., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.) and Bauer, K.

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**2014**

**2013**

**2015**

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“Exploring Mentoring Considerations of Female STEM Faculty”

“2014-2015”

“The DOs of Recruitment and Hiring for Diversity”
Broader UWF Impact

- Partner with Association of Women In Science (AWIS) chapter to host *Women in Science Reception*
- Invite administrators, faculty and staff to luncheons and workshops
- Facilitate networking activities for the broader Women in STEM group
- Work with Provost’s Office and HR on policies and procedures
- Provide resources and support for faculty, staff and students
- **Enhance the climate and culture for all UWF faculty!**
UWF on the National Map

• Share our materials and results via NSF ADVANCE conference and portal

• Partnerships with other institutions
  – Serve as mentors and host site visit for Murray State University ADVANCE program and team
  – Provide support for Institute for Women’s Policy Research NSF proposal: *Creating Institutional Change: An Intervention to Expand Opportunities for Women Faculty of Color in Engineering*
The Evolution of a Campus

- Work with campus partners to transition and sustain ADVANCE activities
- Continue to explore and cultivate institutional transformation
- Explore opportunities for future initiatives
  - NSF Institutional Transformation grant or other funding opportunities
  - Collaborations with other institutions
Thank you!