

Objective

The **ADVANCE Program**, which is housed in the Institute for Research on Women and Gender, began as a five-year, grant-funded project promoting institutional transformation with respect to women faculty in science and engineering fields. With the University's commitment to continue funding through June 2011, the program is gradually expanding to promote other kinds of diversity among faculty and students in all fields. The ADVANCE Program aims to improve the University of Michigan's campus environment in four general areas:

- Recruitment – focused on development and use of equitable recruiting practices
- Retention – focused on preemptive strategies to prevent the loss of valued faculty
- Climate – focused on improvement of departmental climate
- Leadership – focused on support for development of leadership skills and opportunities as well as on support for development of skills among all academic leaders to encourage supportive climates

Constituents

Science and engineering faculty with budgeted appointments in departments in the three schools with the largest science and engineering faculty: College of Engineering, College of Literature, Science, and the Arts (Division of Natural Sciences), and the Medical School; as well as science faculty in the School of Dentistry, School of Information, Division of Kinesiology, School of Natural Resources and Environment, College of Pharmacy, and School of Public Health

Initiatives

Individual Initiatives: Advancing Women Scientists and Engineers

- Faculty Career Advising
- Network to Advance Women Scientists and Engineers

Departmental Initiatives: Support to Departments Aiming to Improve their Climates

- Departmental Self-Studies and Reviews
- Coaching for Department Chairs

Campus-wide Initiatives: Support for Efforts at Any Level

- Interactive Theatre Performances (CRLT Players)
- Leading Excellence Seminars for New Full Professors
- Strategies and Tactics for Recruiting to Improve Diversity and Excellence Committee (STRIDE)
- Friends and Allies of STRIDE Toward Equity in Recruiting (FASTER)
- Conference on Advancing Diversity and Excellence in Science and Engineering
- Science and Technology Excellence Program (STEP)

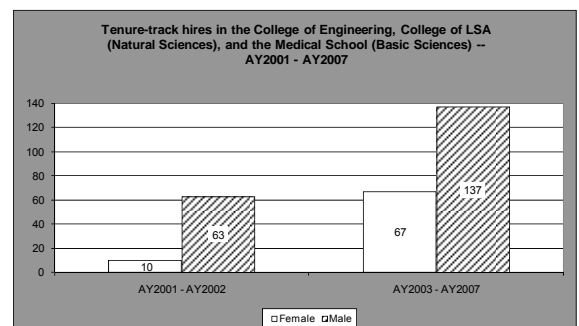
Cross-campus Initiatives: Partnerships for Adaptation, Implementation, and Dissemination (PAID)

- ADVANCE is collaborating with Grand Valley State University, University of Missouri, and Wayne State University

Results

Since the beginning of the NSF ADVANCE grant at the University of Michigan...

- 78 scientists and engineers have received Elizabeth C. Crosby and Lydia A. DeWitt research awards
- 12 science and engineering departments have received departmental transformation grants
- 9 women scientists and engineers have been appointed to dean (1) or department chair (8) positions
- Over 100 faculty members have attended "Faculty Recruitment Workshops" presented by the STRIDE Committee
- Over 40 administrators, departments, and search committees have requested presentations by the STRIDE Committee
- The CRLT Players have presented 3 ADVANCE-sponsored sketches – *The Faculty Meeting*, *Faculty Advising Faculty*, and *Tenure: The Fence* – to more than 40 audiences of UM administrators and faculty
- ADVANCE is able to report **significant progress** regarding the recruitment of women in each of the three colleges that employ the largest number of scientists and engineers at the University (Engineering, LSA, and Medicine): As a proportion of all science and engineering tenure-track hires, 14% (N=10) of all new hires were women in AY2001 and AY2002 (the "pre-ADVANCE" years) as compared to 33% (N=67) in AY2003 – AY2007 (see figure).



Products

Recruitment

- *Handbook for Faculty Searches and Hiring*
- *Candidate Evaluation Tool*
- *Positive and Problematic Practices in Faculty Recruitment*
- *Frequently-Asked Questions: Dual Career Issues*
- STRIDE Committee Faculty Recruitment Workshop presentations

Retention

- *How to Help New Faculty Settle In: Common Problems and Alternative Solutions*
- *Giving and Getting Career Advice: A Guide for Junior and Senior Faculty*
- *Support to Department Chairs and Deans in Assessing Individual Salary Equity*
- *Frequently-Asked Questions: Retention of Science and Engineering Faculty who are Women and/or Members of Racial/Ethnic Minorities*

Climate

- *Support for Assessment and Improvement of Departmental, School, or College Climate*
- *Creating a Positive Departmental Climate: Principles for Best Practices*
- ADVANCE Climate Reports

Other: *Transforming Science and Engineering: Advancing Academic Women*

- The University of Michigan Press | <http://www.press.umich.edu>
- *Transforming Science and Engineering* is the first collection to describe the variety of innovative efforts academic institutions around the country have undertaken as a result of the National Science Foundation's ADVANCE Institutional Transformation program. This collection draws on the expertise of scientists and engineers, social scientists and specialists in organizational behavior, and university administrators; the contributors discuss both the theoretical and empirical research of the initiatives, with emphasis on the practical issues involved in creating the initiatives, and the resulting evidence that these initiatives have desired effects.

Program Directors and Staff

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National-Level Overview

- **First round awardees (2001):** Hunter College, City University of New York; Georgia Institute of Technology; New Mexico State University; University of California-Irvine; University of Colorado, Boulder; University of Michigan; University of Puerto Rico-Humacao; University of Washington; University of Wisconsin, Madison
- **Second round awardees (2003):** Case Western Reserve University; Columbia University; Kansas State University; University of Alabama, Birmingham; University of Maryland-Baltimore County; University of Montana; University of Rhode Island; University of Texas at El Paso; Utah State University; Virginia Polytechnic Institute and State University
- **Third round awardees (2006):** Brown University; Cal Poly Pomona Foundation, Inc.; Cornell University; Marshall University Research Corporation; Rensselaer Polytechnic Institute; University of Arizona; University of Illinois at Chicago; University of Maryland Eastern Shore; University of North Carolina at Charlotte; William Marsh Rice University

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