

The **Academic Careers in Engineering & Science (ACES)** program at Case Western Reserve University was part of the NSF-ADVANCE Institutional Transformation program to develop a national STEMM workforce that includes the full participation of women at all levels of faculty and academic leadership and to **improve the climate for women faculty through the initiatives that benefited the entire campus**. ACES has developed innovative strategies to promote a culture of equity, participation, openness, and accountability at Case Western Reserve University.

The **five-year \$3.5 million grant** created a model of institutional transformation, particularly in the areas of faculty recruitment, advancement, development, and retention policies that improved accountability and effectiveness at the school/college and departmental level. With the support of university leadership, five of the innovative initiatives have been institutionalized at CWRU as **ACES⁺: Advance Opportunity Grants, Distinguished Lectureships, Executive Coaching, Hotline Coaching, and Summer Undergraduate Research Program for Minorities**.

Advance Opportunity Grants

Advance Opportunity Grants provide **small amounts of supplemental support** of current or proposed projects and activities where funding is difficult to obtain through other sources.

Examples of funding support include:

- Seed funding for unusual research opportunities or training
- Grants to support writing of books
- Travel grants to explore new techniques or attend advanced training courses
- Child care to attend a professional meeting or conduct research at another institution

All faculty members are eligible. A Faculty Oversight Committee chooses the recipients. Applications of no more than one page include a statement of objectives, brief statement of the project or activity, budget justification, and supporting information if any. A current CV (2-4 pages NSF/NIH biographical sketch) should also be submitted. Proposals are to be written for a general scientific audience.

Submit completed proposals to ACES⁺ in the Office of Faculty Development at Aces@case.edu by December 14, 2018. For further information: case.edu/aces.

Distinguished Lectureships

ACES⁺ Distinguished Lectureships provide support for visits to the CWRU campus by senior women faculty or underrepresented minority faculty for up to four days of collaboration and lectures. Each lectureship carries a \$1,500 honorarium and additional funds for travel, lodging, and reception expenses.

Applications should include: one page description of mutual research interest and scheduled interactions with CWRU Faculty; brief CV of distinguished scholar; list of proposed lectures; anticipated budget; and relevance to the mission of increasing participation of women and minorities in academia. Submit completed applications to ACES⁺ in the Office of Faculty Development: Aces@case.edu.

Executive Coaching

The objectives of the Executive Coaching Initiative are to facilitate professional and personal growth, **provide academic and career guidance and leadership development**, promote improved academic workplace cultures, and enhance overall recruitment, retention, and advancement of women and underrepresented minority faculty in the Sciences & Engineering disciplines.

Each executive coach has general academic and organizational experience and provides performance and career-related advice. Coaches help the participants determine career and leadership vision, goals, plans, and actions. They give advice, resources, and feedback on how to best accomplish the identified vision.

- Three (3) sessions of executive coaching are available **for new and newly promoted S&E women faculty in ACES departments**.
- Four (4) sessions of executive coaching are available **for all new chairs**, irrespective of gender or discipline.

Hotline Coaching

Hotline Coaching allows CWRU faculty **facing unique opportunities and challenges to receive short, quick-turnaround coaching** from a professional executive coach to help them address and resolve a specific issue, opportunity, or problem. One or two sessions of hotline coaching are available to **all CWRU faculty** on an as-needed basis.

Hotline coaching assists individual faculty to analyze and contextualize an emergent issue or opportunity, prioritize preferences, and initiate a plan of action for resolution of the issue. To request a Hotline Coach, contact ACES⁺ in the Office of Faculty Development: Aces@case.edu.

Faculty Parents' Group

The CWRU Faculty Parents' Group is a campus-wide organization that provides information, support, and advocacy regarding family issues and work-life integration on campus. Informal and formal events are hosted throughout the year for sharing resources and moral support as well as communicating across the university. Family activities such as the Welcome Picnic provide opportunities for community across contexts of home and campus. For more information, please contact the Office of Faculty Development at 216.368.2464 or faculty-parents@case.edu.

Other Ongoing Activities

Flora Stone Mather Center for Women

Women Faculty Leadership Development Institute (WFDLI) - Building upon the foundational achievements of the ACES program, WFDLI is aligned to achieve success for the university strategic plan by promoting diversity through improved retention of women faculty, contributing to a better campus climate, and providing faculty resources that meet the expectations and needs of women faculty scholars.

The comprehensive activities target faculty women at each stage of their career, invite the sharing of knowledge across disciplines and ranks, provide customized resources for schools or departments, and encourage collaboration with University partners to improve campus and department climates.

Every other year the Center hosts the **Women of Achievement Luncheon** and **Mather Spotlight Awards**. This event honors two women faculty, two women staff, and two women students who have achieved professional accomplishments, noteworthy leadership, and service to the campus and larger community. case.edu/centerforwomen/programs/women-faculty-leadership-development-institute/

Women in Science and Engineering Roundtable

The Women in Science and Engineering Roundtable (WISER) promotes the inclusion and success of all women pursuing a Science, Technology, Engineering, Mathematics, or Medicine (STEMM) – related career at Case Western Reserve University (CWRU) through leadership, mentorship, and outreach.

All STEMM faculty are invited to participate as mentors and/or advisors to WISER and to encourage students to participate in WISER's Peer Mentoring and Professional Mentoring Programs.

WISER Mentoring

The **Peer Mentoring Program** pairs first-year WISER students with upper-level WISER students in a similar major or field of study to foster a sense of community at CWRU and to help focus educational and career aspirations. Mentor/mentee pairs attend a training and informational session, and meet with the Associate Director or the Program Coordinator in the fall to set goals. Pairs are required to meet once a month during the academic year and attend WISER events.

The **Professional Mentoring Program** pairs upper-level WISER students with STEMM professionals to foster a sense of community in STEMM fields and provide professional role models. Pairs connect a few times a semester and attend WISER events together. WISER is supported by a PPG Foundation Industry related grant.

WISER Events and Activities

Activities are designed to stimulate discussion about diversity and inclusion related to women in pursuit of STEMM disciplines, help build skills for success at CWRU and beyond, and to build a community of women in the sciences.

WISER is provided by the Flora Stone Mather Center for Women. Faculty interested in becoming a mentor or joining the list of WISER's faculty advisors should contact wiser@case.edu.

For more information visit the ACES+ website at: case.edu/aces

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