ADVANCE
Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers
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Goal: Increase the representation and advancement of women in academic science and engineering (S&E) careers, thereby contributing to the development of a more diverse S&E workforce.
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3 types of award:

- Institutional Transformation
- Leadership
- Fellows
Institutional Transformation

- 5 to 10 awards
- 5-year Cooperative Agreement
- Up to $750,000 per year
- Requires collection of defined set of indicators/cooperative agreement
2001 Awards for Institutional Transformation

- University of Colorado at Boulder
- University of California, Irvine
- Hunter College
- New Mexico State University
- University of Washington
- University of Wisconsin
- Georgia Tech
- University of Puerto Rico, Humacao
- University of Michigan
2003 Awards for Institutional Transformation

- Kansas State
- Utah State
- Case Western
- University of Alabama, Birmingham
- University of Texas, El Paso
- University of Rhode Island
- University of Montana
- Virginia Tech
- University of Maryland, Baltimore County
- Columbia University, Earth Institute
Leadership Awards

- Recognize contributions with widespread impact by individuals and institutions, and
- Enable further progress

- Colleges & Universities
- Professional Societies
- Other Not-for-Profits
Leadership Awards

- 8 to 12 awards
- 3-year Standard Grant
- Up to $300,000 total
- Changes likely in scope and budget (+) in next competition
Fellows Awards: 2001 and 2003

Enable promising individuals to establish or re-establish full-time independent academic careers

- after a postdoc, OR
- after a 2- to 8-year interruption for family responsibilities, OR
- after a spouse relocates
Fellows Awards 2001 and 2003

- 20 to 40 awards 3-year Standard Grants
  - Up to $60,000 per year salary, + fringe
  - $25,000 per year: career development
  - Indirect costs for host institution
  - This component may be quite different in the next solicitation; details not yet fully developed
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What Next?

• Revised guidelines expected November 2004
  – Fellows component may be integrated into other program opportunities
  – Leadership component likely to offer wider range of options and budget
  – Institutional transformation focus likely to continue, with greater emphasis on integrating research findings
Next round Institutional Transformation proposals will likely require scholarly expertise on gender and/or organizational change on the leadership team right from the start.
- Time is too scarce to reinvent wheels; use the resources, the research findings, and the methodologies already developed in the social sciences and other relevant disciplines.

Ditto for evaluation and assessment: don’t reinvent, get expert help and advice.

Management matters; have a plan and the right people involved.
Challenges

• Understanding and integrating the linkages between cognition, attitudes, and behavior; drawing on research on organizational culture, change, leadership, and gender in the academy

• Sustainability: What happens at the end of the award? What changes are in place, how will they be sustained?

• Evaluation: How do you know when you are successful?