

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**



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Learning from Experience

- **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?

