

# ISU ADVANCE

## ADVANCE In a Nutshell

*From the National Science Foundation website:*

“The goal of the ADVANCE program is to increase the representation and advancement of women in academic science and engineering careers, thereby contributing to the development of a more diverse science and engineering workforce.” “Institutional Transformation Awards support academic institutional transformation to promote the increased participation and advancement of women scientists and engineers in academe. These awards support innovative and comprehensive programs for institution-wide change.”

[http://www.nsf.gov/funding/pgm\\_summ.jsp?pims\\_id=5383](http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383)

### ISU ADVANCE Program Goals

1. Overcome **known barriers** to the advancement of women faculty in STEM disciplines
2. Identify and eliminate **department specific barriers** to the advancement of women faculty in STEM disciplines
3. **Increase the representation** of women and underrepresented minorities at senior faculty and leadership ranks
4. **Institutionalize** positive change across the university

ISU ADVANCE has become Iowa State’s most prominent vehicle to **recruit, retain, and advance** women and women of color in STEM faculty positions. We are known for a well-managed network, innovative research, and an integrated approach to change. We work within departments using a collaborative transformation approach to improve the work environment for all faculty members. Our program identifies **cultures, practices, and structures** that enhance or hinder the careers of ISU faculty, and works with faculty and administrators to transform university policies, practices, and academic culture in pursuit of a diverse and vibrant faculty in STEM disciplines.

In all of our relationships, our strategy is to collaborate with and develop agents of change. We create change from the “bottom up” by using a collaborative transformation approach in focal departments. We work with all faculty, including ADVANCE Professors and department chairs, to enhance the work environment for all faculty.

We work within and create new college and university infrastructure to develop the sustainable capacity for institutional transformation. Working from the “top down,” we also create the capacity for change at the college and university levels through our Equity Advisor positions and our ADVANCE Council. The ADVANCE Scholar program for women faculty of color strengthens other mentoring programs at ISU, such as the Executive Vice President and Provost Office Mentoring Program for tenure-eligible faculty.

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