



ISU ADVANCE IOWA STATE 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.

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

Project award size and length:

5 years, 2006-2011. \$3.3 million

Constituents

- Faculty in 30 STEM departments across 5 colleges, representing over 750 faculty members in total, are included in the program's constituents.
- Nine focal departments in the STEM disciplines, representing 3 colleges, (Agriculture and Life Sciences, Engineering, and Liberal Arts and Sciences), have been selected for targeted departmental transformation intervention over the course of the project.
- Key partners and change agents are Equity Advisors, one in each of the 3 focal colleges, and ADVANCE Professors and department chairs in each of the 9 focal departments.

Our Goals and Major Accomplishments in the First Three Years

Goal 1. To overcome known barriers to the advancement of women faculty in STEM disciplines we have focused on 1) increasing transparency, 2) decreasing isolation, 3) increasing the value of mentoring, and 4) enhancing career flexibility.

Transparency

- Unconscious bias in P&T evaluation and recruitment were discussed in workshops for focal department chairs
- Chairs in focal departments initiated informal meeting with new faculty to discuss tenure expectations
- Faculty recruitment resources developed and disseminated via CD, Web site and workshops.

Isolation

- Events at the university, college and department levels include lectures, workshops, and networking events.

Mentoring

- College-level mentoring, including peer mentoring, provides opportunities for pre-tenure faculty
- ADVANCE Scholars program supports research interaction between women faculty of color and non-ISU Scholars

Flexibility

- National conference on increasing flexibility in STEM faculty careers (October 2008)
- Partnerships with Faculty Senate to pass "Modified Duties Policy"

Goal 2. Identify and eliminate department specific barriers to the advancement of women faculty in STEM disciplines

- Development of the Collaborative Transformation Project with six ISU STEM departments to enhance local climate and support new and established faculty.
- Identification and discussion of common circumstances that currently block faculty success: the importance of spatial proximity, mentoring of assistant and associate professors, democratic participation in departmental governance, family friendly policies, recruitment and retention practices, and gaps between stated ideals and reality. Implementation of department, college, and university-level plans to address these conditions.
- Workshops for all university faculty and administrators were held in April 2008 and January 2009 to share and discuss the findings from the Collaborative Transformation project in the first three focal departments
- Impact of the Collaborative Transformation project will be measured through follow-up surveys: COACHE (2005 and 2009) and AAUDE (2008 and 2010).

Goal 3. Increase the representation of women and underrepresented minorities at senior faculty and leadership ranks

- The College of Engineering Search Committee and Diversity Committee collaborated on making diversity a key part of finalist interviews.
- We are creating a critical mass of top administrators who are aware of, and committed to, improving the status of women and under-represented minorities. Since 2005, five high level academic leadership positions have been filled at Iowa State, three by women, one by an Hispanic male, and one by a white male. Each of these new leaders is committed to ISU ADVANCE Program goals.
- The number of women full professors has been increasing during the current decade. In 2008 there were 101 women full professors, 44 in STEM.

Goal 4. Institutionalize positive change across the university

- We have supported a data-driven approach to institutional transformation: Findings from the faculty satisfaction surveys (AAUDE and COACHE) have been presented at the Faculty Senate, President's Council, and workshops.
- Executive Vice President and Provost and college Deans, are weaving ADVANCE goals into strategic planning.
- Equity Advisors in three colleges are working with colleges and departments to sustain change.
- ADVANCE Professors from six departments are working with colleagues to build strong communities for all faculty
- We are working to establish a model of interdisciplinary collaboration that values unconventional scholarship and new venues for dissemination

Future Outlook for ISU ADVANCE

- We are at a critical point in the development of our program, with an effective organizational structure and committed participants--from co-PIs to the Executive Vice President and Provost.
- Our Collaborative Transformation project will continue in the first six departments and three additional departments will participate in the last two years.
- Workshops will be presented in the coming year on faculty flexibility and family friendly policies as well as advancement from associate to full professor.
- The Equity Advisors and college representatives will be key to sustainability of the project past the funding period; we are working with deans of the three focal colleges to continue the Equity Advisor positions.
- We have not yet seen the impact of our work in the numbers of women faculty in STEM, but our project is designed to build institutional change in a slower way that will last.
- Our geographic location means we face additional challenges in recruiting and retaining faculty of color in STEM, but next year, we will expand our work with women faculty of color.
- With the Women's Leadership Consortium and the Executive Vice President and Provost, we plan to produce a portrait of leadership with benchmarks for gender representation.
- We have demonstrable progress in the ISU ADVANCE program, but we also recognize the importance of our continued efforts at institutional transformation.

ADVANCE Council

Principal Investigator

***Susan Carlson**, Associate Provost for Faculty Advancement and Diversity, Professor of English

Co-PIs and Senior Personnel

***Bonnie Bowen**, Executive Director, Ecology, Evolution & Organismal Biology

***Sharon Bird**, Research Director, Sociology

Diane Debinski, Ecology, Evolution & Organismal Biology

Carla Fehr, Philosophy & Religious Studies

Sandra Gahn, Institutional Research

Florence Hamrick, Educational Leadership & Policy Studies

* *Member of Steering Committee*

College Partners

College of Engineering

Diane Rover, Associate Dean

Kristen Constant, Equity Advisor

College of Liberal Arts & Sciences

David Oliver, Associate Dean

Lisa Larson, Equity Advisor

College of Agriculture & Life Sciences

Joe Colletti, Sr. Associate Dean

***Janette Thompson**, Equity Advisor

Department Partners

Materials Science and Engineering
Ecology, Evolution & Organismal Biology
Genetics, Development & Cell Biology
Civil, Construction and Environmental Engineering
Chemistry
Animal Science
Plant Pathology
Chemical & Biological Engineering
Physics & Astronomy

Contact Information

Bonnie Bowen, Executive Director,
bsbowen@iastate.edu

Nicol Jones, Program Assistant,
advance@iastate.edu

Web site: www.advance.iastate.edu

ISU ADVANCE Program
Mailing: 1550 Beardshear Hall
Iowa State University
Ames, IA 50011-2021
Office: 118 Office & Lab
Phone: 515 294-6151
Fax: 515 294-6427
E-mail: advance@iastate.edu

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