

# Iowa State University ADVANCE Program's Connections with Professional Societies

ADVANCE Leadership Team: Susan Carlson (PI), Sharon Bird, Bonnie Bowen, Diane Debinski, Carla Fehr, Sandra Gahn, Florence Hamrick.

Partners in Colleges & Departments: Kristen Constant, Charles Glatz, Mark Gordon, Shauna Hallmark, Fredric Janzen, Lisa Larson, Elisabeth Lonergan, Ralph Napolitano, Jo Anne Powell-Coffman, James Raich, Steve Rodermel, Jan Thompson

## Academic Administration and Leadership

**Susan Carlson**, PI and Associate Provost for Faculty Advancement & Diversity, gave presentations on recruiting and retaining an excellent and diverse faculty and on flexibility in faculty careers at national conferences of academic administrators and leaders.

- ACE State Network Coordinators Leadership Conference (Office of Women in Higher Education—American Council on Education) (2009 **Susan Carlson**, **Patricia Hyer**, Virginia Tech; and **Gloria Thomas**, University of Michigan) "Addressing Work-Life Issues for Faculty: A National Priority"
- Western Academic Leadership Forum (2009 **Susan Carlson**) "An Integrated Approach to Faculty Success and Retention at Iowa State University"
- American Association of Colleges and Universities, (2009 **Susan Carlson**; **Diana Bilimoria**, Case Western Reserve University; **Patricia Hyer**, Virginia Tech; **Cathy Trower**, COACHE) "Re-fashioning Careers for STEM Faculty"
- University Materials Council (2008 **Susan Carlson**) "O brave new world: Partnerships and Policies for Institutional Transformation."



## Institutional Research & Higher Education Leadership

**Florence Hamrick** and **Sandra Gahn**, co-PIs, and **Jason Pontius**, graduate student, have given presentations on the attitudes of faculty toward flexible policies, on the role of institutional research in grant-funded research, and on faculty mentoring.

- Association for Institutional Research Forum (2009 **Florence Hamrick** and **Sandra Gahn**) "Faculty Attitudes toward Alternate Tenure Policies: Assessing Department Cultures"
- Mid-American Association for Institutional Research Conference (2008 **Sandra Gahn**, **Florence Hamrick** and **Jason Pontius**) "The Role of Institutional Research in Policy Analysis and Grant-Funded Research on Faculty"
- Women in Educational Leadership Conference (2008 **Florence Hamrick** and **Sandra Gahn**) "Faculty Perceptions of Mentoring, and Mentoring for Women STEM Faculty of Color"



## ISU ADVANCE Program: Plan for Dissemination

The Iowa State University ADVANCE Program's dissemination plan includes participation in conferences, annual meetings, and symposia that are sponsored by disciplinary societies. Members of our co-PI leadership team and our Council have given oral presentations and posters at a meetings in a wide range of disciplines. Our presentations have included overviews of our program, progress on activities within departments, and strategies for communicating with scientists about gender. Presenters have often engaged in discussion with faculty from other ADVANCE institutions as well as those wanting to learn more about ADVANCE.

### Social Sciences

**Sharon Bird**, co-PI and ISU ADVANCE Research Director, and **Florence Hamrick**, co-PI, and **Laura Rhoton**, post-doctoral research associate, gave presentations on the ISU "Collaborative Transformation" model, use of case studies as a learning tool for addressing issues of subtle bias and gendered practices, and on variations among women scientists and engineers in their strategies for career success.

- Southern Sociological Society meeting (2009 **Sharon Bird** and **Laura A. Rhoton**) "Gender Strategies of Women Scientists in Academia: Finding Common Ground for Action or Perpetuating Divisions?" 
- Society for the Study of Social Problems meeting (2008 **Sharon Bird** and **Laura A. Rhoton**) "Theorizing Gender Strategies: The Case of Women Scientists in Academia"
- Society for the Study of Social Problems meeting (2007 **Sharon Bird** and **Florence Hamrick**) "Strategies of Collaborative Transformation: Toward Greater Gender Equity in Science, Technology, Engineering and Mathematics Departments at a Research 1 University." 
- Pacific Sociological Association meeting (2007 **Sharon Bird** and **Florence Hamrick**) "Workplace Diversity Training: Use of Case Studies to Reveal Subtle Mechanisms of Gender and Race Exclusion"

Publications resulting from this work

- "Women Professionals' Gender Strategies: Negotiating Gendered Organizational Barriers" (**Sharon Bird** and **Laura A. Rhoton**), forthcoming in the *Handbook of Gender, Work and Organization* (edited by Emma Jeanes, David Knights, and Patricia Yancey Martin. Blackwell/Wiley Publishing)
- "A Constructive Controversy Approach to Case Studies," (**Sharon Bird** and **Karla A. Erickson**), forthcoming in *Teaching Sociology*.

### Engineering Education

**Kristen Constant**, Equity Advisor, **Sharon Bird**, co-PI and ISU ADVANCE Research Director, and **Florence Hamrick**, co-PI, gave presentations about the ISU ADVANCE program, focusing on faculty searches in the College of Engineering.


American Society for Engineering Education Conference

- 2009, **Kristen Constant** and **Sharon R. Bird**. "Recognizing, Characterizing and Combating Unintended Bias in the Faculty Search Process in Engineering." Published in conference proceedings.
- 2008, **Kristen Constant**, **Sharon R. Bird** and **Florence A. Hamrick**. "Advancing Women Faculty in Engineering through Institutional Transformation: The ISU ADVANCE Program in the College of Engineering." Published in conference proceedings.
- 2008, **entire ADVANCE Council**. ADVANCE Poster session organized by **Kristen Constant** as part of the NSF Grantees poster session. A poster from ISU and 5 others from ADVANCE institutions were displayed.



### Developmental Biology

**Jo Anne Powell-Coffman**, ADVANCE Professor, presented a poster about our program at meetings of developmental biologists and geneticists, and was co-organizer of a symposium about NSF funding, focusing on broader impacts.

- 17th annual *C. elegans* meeting (2009 **Jo Anne Powell-Coffman**): workshop organized with NSF program officer **Aixa Alfonso**: The National Science Foundation: Funding Opportunities, Evaluation Criteria and Successful Strategies 
- Midwest Developmental Biology Meeting (2008 **Jo Anne Powell-Coffman**) ISU ADVANCE Poster was displayed
- *C. elegans* Aging, Stress, Pathogenesis, and Heterochrony Program (2008 **Jo Anne Powell-Coffman**) ISU ADVANCE Poster was displayed

## Ornithology, Evolution, and Ecology

**Bonnie Bowen**, co-PI, **Diane Debinski**, co-PI, and **Fredric Janzen**, ADVANCE Professor, displayed the ISU ADVANCE poster at conferences and organized symposia that focused on women in biological sciences.

- **Diane Debinski** and **Bonnie Bowen** are coordinating an Organized Poster Session by ADVANCE PIs and participants from five ADVANCE institutions for 2010 Ecological Society of America meetings. 
- **Bonnie Bowen**, **Diane Debinski** and **Fredric Janzen** have presented posters about ISU ADVANCE at American Ornithologists' Union (2009) and Evolution meetings (2008).
- **Bonnie Bowen** and **Kim Sullivan**, Utah State, are co-chairing a symposium on Women in Ornithology at the 2010 COS/AOU/SCO Ornithology Conference.
- **Bonnie Bowen** and **Kim Sullivan** co-sponsored a symposium at the 2007 Cooper Ornithological Society meeting and Bowen gave a presentation on the women who have won honorary membership awards in the society during the past 100 years. 

## Philosophy

**Carla Fehr**, co-PI, gave presentations regarding the challenges of training administrators and scientists about the institutional effects of implicit gender bias.

- Feminist Epistemology, Metaphysics, Methodologies and Science Studies Biannual Conference (2009 **Carla Fehr**, Plenary Address) "Talking to scientists about diversity: Lessons from the trenches" and (2007 **Carla Fehr**) "Gendered perspectives in scientific communities: Deep and shallow diversity"
- American Philosophical Association Pacific Division Meeting (2008 **Carla Fehr**) "ISU ADVANCE: Activist social epistemology"
- Social Science History Association Annual Meeting (2007 **Carla Fehr**) "Are smart men smarter than smart women?"

Publications resulting from this work

- **Fehr, C.**, 2007, "Are smart men smarter than smart women? The epistemology of ignorance, women and the production of knowledge," *The 'Woman Question' and Higher Education: Perspectives on Gender and Knowledge Production in America*, Ann Mari May, ed., Edward Elgar: Northampton, MA.
- **Fehr, C.**, forthcoming, "What is in it for me? The benefits of diversity in scientific communities," *Feminist Epistemology and Philosophy of Science: Power in Knowledge*, ed. Heidi Grasswick, Springer. 