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 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. Rhoten) “Gender Strategies of Women Scientists in Academia: Finding Common Ground for Action or Perpetuating Divisions?”

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.

- 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 Heterochromy Program (2008 Jo Anne Powell-Coffman) ISU ADVANCE Poster was displayed

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”
- Women in Educational Leadership Conference (2008 Florence Hamrick and Sandra Gahn) “Faculty Perceptions of Mentoring, and Mentoring for Women STEM Faculty at Color”

Publications resulting from this work


Philosophy

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

- 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., forthcoming, “What is it for me? The benefits of diversity in scientific communities,” Feminist Epistemology and Philosophy of Science: Prowin in knowledge, ed. Heidi Grasswick, Springer

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 Rodermetl, 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.

- Western Academic Leaders Conference (2009 Susan Carlson) “An Integrated Approach to Faculty Success and Retention at Iowa State University”
- American Association of Colleges and Universities, (2009 Susan Carlson; Diane Bilimoria, Case Western Reserve University; Patricia Hyer, Virginia Tech; Cathy Trower, COACHE) “Re-fashioning Careers for STEM Faculty”

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/ADU/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.

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