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 (2009 Sharon Bird and Laura A. Rhoton) “Theorizing Gender Strategies: The Case of Women Scientists in Academia”
• Pacific Sociological Association 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,”
• Mid-American Association for Institutional Research Conference (2008 Sandra Gahn, Florence Hamrick) “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 at Color”
• Women in Educational Leadership Conference (2008 Florence Hamrick and Sandra Gahn) “Faculty Perceptions of Mentoring, and Mentoring for Women STEM Faculty at Color”

Published works 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 Yancy Martin. Blackwell(Wiley Publishing)

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 others from ADVANCE institutions were displayed.

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 (2006 Carla Fehr) “ISU ADVANCE: Activist social epistemology”
• Social Science History Association Annual Meeting (2007 Carla Fehr) “Are smart men smarter than smart women?”

Published works resulting from this work


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 at Color”

Published works resulting from this work

• 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