The goal of the National Science Foundation (NSF) 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 innovative and comprehensive programs for institution-wide transformation to promote the increased participation and advancement of women scientists and engineers in academe. Beginning in 2001, 43 institutions have received ADVANCE Institutional Transformation Awards.

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Any opinions, findings, and conclusions or recommendations expressed in this material are those of the authors and do not necessarily reflect the views of the National Science Foundation.

Iowa State University does not discriminate on the basis of religion, national origin, sexual orientation, gender identity, or status as a U.S. veteran. Inquiries can be directed to the Director of Equal Opportunity and Diversity, 3210 Beardshear Hall, (515) 294-7612.

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Goal

The goal of the ISU ADVANCE Program is to investigate the effectiveness of a multi-level collaborative effort to produce institutional transformation that results in the full participation of women faculty in science, technology, engineering and math fields in the university. Our approach focuses on transforming departmental cultures, practices, structures as well as university policies through active participation at all levels of the university - from departmental faculty to university administration.

Leadership & Partners

The ISU ADVANCE Program is lead by an interdisciplinary team of co-Principal Investigators. Partners in the program include the Provost, Deans, Associate Deans, College Equity Advisors, ADVANCE Professors and Department Chairs from selected departments, who are working together to develop and transform policies to:

- Increase the transparency of decision making
- Institutionalize flexible career options
- Strengthen and expand mentoring efforts
- Reduce isolation of women faculty
- Increase awareness of administration, faculty and staff

Our Comprehensive Approach to Institutional Transformation employs “bottom up” (departmental) and “top down” (university and college) activities that are

Guiding Collaborative Transformation at the department level by:

- Supporting ADVANCE Professors to lead department activities in nine “focal departments” that have been selected for intensive study
- Enabling faculty in focal departments to explore barriers to career success and advancement
- Working with focal departments to develop and implement strategies to improve culture and practices.

Building infrastructure for change at the college and university levels by:

- Supporting Equity Advisors to lead ADVANCE activities in three colleges (see list on back)
- Engendering cultural change in colleges by building on lessons learned in focal departments
- Coordinating ISU’s resources on the faculty recruitment process and on work-life balance and career flexibility
- Hosting a national conference on career flexibility
- Coordinating with existing gender equity programs and policies at ISU
- Coordinating ISU’s resources on the faculty recruitment process and on work-life balance and career flexibility
- Hosting a national conference on career flexibility
- Coordinating with existing gender equity programs and policies at ISU
- Sponsoring the ADVANCE Lectures program to support seminars by prominent women scientists
- Combating isolation of women faculty and faculty of color by:
  - Hosting networking events
  - Sponsoring the ADVANCE Scholar Program for ISU women faculty of color and external eminent scholars

“ADVANCE has helped change how we talk about issues like recruitment in the department; you have changed the culture of our department.”

- Chair of a focal department

Frequently Asked Questions

Q. What does the ISU ADVANCE Program have to offer all departments on campus?

Regardless of the field of study, ADVANCE can offer ALL departments assistance in enhancing workplace climate to recruit and retain excellent faculty. The lessons learned in the focal departments will also provide useful information that other departments can use.

Q. What is the benefit of focusing on social climate in departments?

The ADVANCE program seeks to make long-term transformations in the university culture that are sustainable. Research shows that by optimizing the workplace environment for all members, the entire university community benefits.

Q. How does the university as a whole benefit from the ISU ADVANCE Program?

The ISU ADVANCE Program is providing leadership in the areas of faculty flexibility and work-life issues on the ISU campus. Networking events and workshops, the ADVANCE Lectureship program, and ADVANCE Scholar program are open to faculty in many departments, not only the ADVANCE focal departments. For more information about these programs, visit www.advance.iastate.edu.

“The ISU ADVANCE Program has built powerful networks across the university to enhance our ability to recruit and retain women faculty in STEM; we are serving a diverse student body, strengthening the university, and building the future STEM workforce.”

- Elizabeth Hoffman, Executive Vice President & Provost, Iowa State University