



Program Mission



*Making rock stars
rock star-ier*

Funded by a 5-year grant from the National Science Foundation, the ADVANCE Program at Brown University undertakes professional development initiatives, which ensure that outstanding women faculty in science and engineering have access to resources that foster success at the highest levels of research, teaching, and academic leadership.

Stay Connected

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Resources for Department Chairs

Fall 2011



ADVANCE at Brown



*ADVANCE-ing
Brown University*

ADVANCE at Brown seeks to increase the retention and advancement of women faculty in science and engineering by making available those mechanisms that promote career success for all faculty scientists—mechanisms including faculty mentoring, grantseeking and external funding support, and tools for becoming leaders in academic and scientific communities. We also strive to transform the institution through the promotion of best practices in the recruitment and retention of women and minority faculty.

For additional information, please contact:

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FACULTY DEVELOPMENT

One-to-One Faculty Mentoring Program

<http://goo.gl/9JrhB>

This opt-out program matches all new tenure-track faculty members with a mentor from within the same division but outside her or his own department. The **Guide for Participants** includes best practices for fostering a successful mentoring relationship and professional development resources.



Image credit:
Marketing Mentor

Sponsored Project Support

<http://goo.gl/2AH8d>



We work in cooperation with OVPR and the University Library to provide outreach in the use of the funding opps database, **Community of Science (COS)**. Our wiki includes tips for communicating effectively with funding program officers and university resources for external funding support. There is also lots of information for new investigators and women scientists.

Work-Life Balance Wiki

<http://goo.gl/FjLgg>

Includes dependent care resources, funding support for faculty care givers, and an Ivy League Plus comparison of child care programs. **Also includes extensive Rhode Island resources for job candidates.**

TRANSFORMING DEPARTMENTS

<http://goo.gl/0CF3h>

Our website provides best practices in recruiting & retaining women and minority faculty, managing departmental climate, and ensuring faculty success in tenure & promotion reviews.

Increasing the Retention and Advancement of Women and Minority Scientists



This guide offers suggestions on how to avoid unconscious bias in evaluating faculty during recruitment and promotion, as well as how to structure departmental procedures to yield the highest quality research and teaching.

Faculty and Families: Negotiating Dual Career Hires and Caretaking Leaves

Presented by Senior Associate Dean Elizabeth Doherty, Office of the Dean of the Faculty, **this session** for department chairs provides an outline of Brown University family-friendly policies and protocols.

Recognizing Gender Bias in Letters of Recommendation

Presented by Dr. Michele Cyr, Brown University and Dr. Barbara Silver, URI, **this chairs workshop** addresses research on gender bias in recommendation and nomination letters, and generates ways to minimize the impact of gender bias in hiring and promotion practices.