

**ADVANCE at Brown Mapped Activities  
October 2009**

Program Component	Initial Goals	Accomplishments	New Goals
<b>Leadership Program for Women Sciences</b>			
1. Career Development Awards	<ol style="list-style-type: none"> <li>1. Provide women scientists opportunities for developing collaborative research programs</li> <li>2. Provide men an incentive for collaborating with women scientists</li> <li>3. Develop these awards as seed grants to produce a positive return on investment</li> </ol>	<ol style="list-style-type: none"> <li>1. Funded 28 awards to 30 recipients (26 women and 4 men)</li> <li>2. ROI for 2007-2008 awards of \$304,000 includes \$1.3 million in additional research grants and 11 published articles</li> </ol>	<ol style="list-style-type: none"> <li>1. Advertise the success of the award recipients</li> <li>2. Fund 15 more awards</li> <li>3. Continue to monitor award outcomes and help grantees leverage their CDA success</li> <li>4. Institutionalize in the Office of the Vice President for Research</li> </ol>
2. Scientific Leadership Awards	<ol style="list-style-type: none"> <li>1. Provide support for women scientists to continue their research while they undertake national roles of scientific leadership</li> </ol>	<ol style="list-style-type: none"> <li>1. Convened standing ad hoc committee to review proposals</li> <li>2. Funded 3 women scientists</li> </ol>	<ol style="list-style-type: none"> <li>1. Fund at least 3 more women</li> <li>2. Expand the program to provide support to women on federal funding agency panels/study sections</li> </ol>
3. Administrator Shadowing	<ol style="list-style-type: none"> <li>1. Develop a program that allows interested senior women faculty to "shadow" a University administrator and collaborate on a project for 1 semester</li> </ol>	<ol style="list-style-type: none"> <li>1. No applications received from women scientists</li> <li>2. External Evaluator's report indicated low level of interest</li> <li>3. Restructured program for departmental level projects based on feedback provided by department chairs</li> </ol>	<ol style="list-style-type: none"> <li>1. Release new call for proposals and convene ad hoc committee for reviewing applications</li> <li>2. Gather feedback to determine success</li> </ol>
4. Leadership Support Fund	<ol style="list-style-type: none"> <li>1. Provide funding for women scientists who wish to attend administrator or leadership development programs sponsored by other institutions</li> <li>2. Develop workshop series on women in academic leadership</li> </ol>	<ol style="list-style-type: none"> <li>1. No applications received</li> <li>2. Faculty feedback identifies time constraints as a disincentive as well as desire to create a more personalized plan for leadership development</li> </ol>	<ol style="list-style-type: none"> <li>1. Reconfigure the program with a focus on women scientists attending workshop sessions on faculty development through their professional associations</li> <li>2. Release new call for proposals</li> </ol>

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5. Travel Fund (New Initiative)	1. Establish an award that enables women to present papers or talks at conferences or other institutions	1. This award was established in Summer 2009 as an additional funding mechanism to the awards outlined in the original proposal 2. 5 awards granted	1. Fund an additional 5 awards 2. Track award impacts and outcomes
<b>Faculty Development Program</b>			
6. Faculty Outreach & Networking Events (New Initiative)	1. Help Brown faculty advance professionally by providing an opportunity to build strategic partnerships and gain recognition 2. Coordinate monthly events	1. 2 events held with 2 more scheduled this semester 2. CDA award recipients presented their research to other faculty and administrators 3. Provided ADVANCE with greater outreach and recognition across campus	1. Continue monthly events, each focused on a different faculty development topic 2. Gather feedback and update initiative as needed
7. Faculty Mentoring Program	1. Provide all new faculty with a mentor from outside their department 2. Coordinate with the Offices of the Dean of the Faculty and the Dean of Biology and Medicine	1. Y1 (Spring 2009) 19 matches Y2 (Fall 2009) 18 matches 2. 2 mentor training sessions held that focused on generational differences 3. Created <i>Faculty Mentoring Guide</i>	1. Provide a mentor training session once per semester 2. Institutionalize program within the Office of the Dean of the Faculty 3. Update <i>Faculty Mentoring Guide</i> to include additional best practices
8. Peer-Mentoring Groups (New Initiative)	1. Establish 3 mentoring groups for women scientists each semester beginning Fall 2008 2. Provide scheduling and logistical support for monthly meetings 3. Provide resources and readings to support issues and topics discussed in sessions	1. Established biological sciences, physical sciences, and mid-career women groups 2. Y1 ('08-'09) 24/48 STEM women participated; Y2 ('09-'10) 20/51 STEM women participated 3. New group for minority women faculty across disciplines convened '09-'10	1. Institutionalize with the Faculty Mentoring Program 2. Gather regular feedback to re-evaluate strengths and areas for improvement 3. Assess further professional development needs for STEM women faculty

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9. Sponsored Project Support	<ol style="list-style-type: none"> <li>1. Manage and make transparent the restricted submissions process for award programs that place an institutional limit on the number of proposals submitted</li> <li>2. Work with the Office of the Vice President for Research (OVPR) to help faculty identify grant programs of interest</li> </ol>	<ol style="list-style-type: none"> <li>1. Created webpages and wiki about federal and private foundation funding opportunities</li> <li>2. Held lunches and workshops for junior faculty around topics of federal funding</li> <li>3. Worked with individual faculty to identify grant programs</li> <li>4. Trained faculty and staff in use of grant databases and resources</li> <li>5. Collaborated with OVPR, Office of Sponsored Projects, and Corporate &amp; Foundation Relations in serving faculty</li> </ol>	<ol style="list-style-type: none"> <li>1. Expand online resources including database subscriptions through the University Library</li> <li>2. Continue working with faculty through networking events, lunches, workshops, visiting scholar presentations, and individual consultations</li> </ol>
10. Work/Family Support	<ol style="list-style-type: none"> <li>1. Increase dependent-care options for faculty</li> </ol>	<ol style="list-style-type: none"> <li>1. The Office of the Dean of the Faculty and Office of Institutional Diversity have established a tenure clock extension policy, dual career protocol, Dependent Care Travel Fund, and participation in New England Higher Ed Consortium for job placement</li> <li>2. ADVANCE has contributed wiki pages with further local family-friendly and dual career resources</li> <li>3. Emergency care and daycare options are institutionalized within Human Resources</li> </ol>	<ol style="list-style-type: none"> <li>1. Create increased awareness of university services and policies</li> <li>2. Continue establishing a relationship with Human Resources</li> <li>3. Contact 3 other ADVANCE institutions to see what other programs faculty might find helpful</li> </ol>

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<b><i>Transforming Academic Departments</i></b>			
11. Transforming Academic Departments	<ol style="list-style-type: none"> <li>1. Provide department chair information sessions and resources on topics including recruiting and retaining women and minority faculty, managing departmental climate (including countering gender bias), and ensuring faculty success in tenure and promotion reviews</li> </ol>	<ol style="list-style-type: none"> <li>1. Created guide on faculty recruitment and advancement for department chairs</li> <li>2. Coordinated with Dean of Faculty and Dean of Biology and Medicine</li> <li>3. Held 6 workshops for chairs</li> <li>4. Began working with researcher to develop a case study that is specific to Brown faculty's experiences</li> </ol>	<ol style="list-style-type: none"> <li>1. Conduct internal climate study</li> <li>2. Provide additional department chair sessions on issues related to gender bias and departmental climate</li> <li>3. Institutionalize program through the Offices of the Dean of Faculty and Dean of Biology and Medicine</li> <li>4. Continue to work on case study development</li> </ol>
12. Support for Diversity Officers of Search Committees (New Initiative)	<ol style="list-style-type: none"> <li>1. Provide a guide on best practices for recruiting women and minority scientists, and identifying bias in evaluations and letters of recommendations</li> </ol>	<ol style="list-style-type: none"> <li>1. Developing guide in Fall 2009</li> <li>2. Releasing guide in collaboration with the Office of the Dean of the Faculty</li> </ol>	<ol style="list-style-type: none"> <li>1. Create module for search committee training to promote the recruitment of women and minority scientists</li> <li>2. Provide training on use of module</li> <li>3. Institutionalize module in the Office of the Dean of the Faculty</li> </ol>
<b><i>Visiting Scholars Program</i></b>			
13. Visiting Scholars	<ol style="list-style-type: none"> <li>1. Bring in outside scholars to help ADVANCE staff develop mentoring and department chair programs</li> <li>2. Organize workshops for STEM department chairs and faculty featuring gender equity scholars and scientists</li> </ol>	<ol style="list-style-type: none"> <li>1. Sponsored 5 visiting scholars who spoke on topics ranging from the impact of gender schemas, family-friendly policies, and institutional progress towards gender equity</li> <li>2. Coordinated with the Office of Women in Medicine as co-sponsors of 4 public lectures</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide award for department chairs to invite women scientists for colloquia as part of redesigned Administrator Shadowing Program</li> <li>2. Bring in 1 major gender equity scholar per academic year</li> <li>3. Continue coordination with Office of Women in Medicine and identify new collaborators</li> </ol>

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<b>Advisory Boards and Program Evaluation</b>			
14. Steering Committee (Internal Advisory Board)	<ol style="list-style-type: none"> <li>1. Establish a steering committee to advise the Director on program initiatives.</li> <li>2. Coordinate regular meetings</li> </ol>	<ol style="list-style-type: none"> <li>1. The Steering Committee was established and met on a semi-monthly basis</li> <li>2. The Steering Committee was expanded to include administrators in March 2009</li> <li>3. Recent meetings (Summer/Fall 2009) included literature review of social science research on gender equity issues</li> <li>4. The Steering Committee has evolved from an advisory role to a proactive role</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to meet regularly and update administrators on ADVANCE progress</li> <li>2. Maintain buy-in from Brown leaders and move towards program institutionalization</li> </ol>
15. External Advisory Board	<ol style="list-style-type: none"> <li>1. Establish an External Advisory Board of faculty from peer institutions</li> <li>2. Host annual board meeting at Brown to evaluate program initiatives and progress towards institutionalization</li> </ol>	<ol style="list-style-type: none"> <li>1. External Advisory Board has met at Brown twice and generated two reports with recommendations</li> <li>2. Recommendations have led to changes in staff and steering committee roles, and changes to original programs (e.g. making faculty mentoring program opt-out)</li> </ol>	<ol style="list-style-type: none"> <li>1. Convene the EAB each spring to gather additional feedback</li> <li>2. Incorporate recommendations for improved impact of project initiatives and program activities</li> </ol>
16. External Evaluator	<ol style="list-style-type: none"> <li>1. Evaluate our implementation of program components, the impact of project initiatives, and progress towards institutionalization</li> <li>2. Provide ADVANCE staff with relevant reports</li> </ol>	<ol style="list-style-type: none"> <li>1. Received a second year monitoring report, a pre-test faculty survey, and a report on participating/nonparticipating faculty members' perceptions of program progress</li> </ol>	<ol style="list-style-type: none"> <li>1. Review data with new Internal Evaluator to determine any action that should be taken as a result of the reports</li> <li>2. Share the reports with advisory boards and administrators through online and print distribution</li> </ol>

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17. Internal Evaluator	1. Identify a Brown social scientist interested and capable in helping ADVANCE collect and analyze data	1. Fall 2009, we have a new Internal Evaluator who has identified which data is needed for short term evaluations, and long term assessments that enable improvements in ADVANCE initiatives	<ol style="list-style-type: none"> <li>1. Perform a climate study</li> <li>2. Perform a resource study</li> <li>3. Develop surveys, gather data, prepare reports that evaluate all ADVANCE initiatives</li> <li>4. Publish and disseminate our findings</li> </ol>