



New Faculty Orientation

September 2009



Program Mission

Funded by a 5-year National Science Foundation grant, the ADVANCE Program seeks to increase the retention and advancement of women faculty in science and engineering by facilitating the path to career success for all faculty.





Working Group Members



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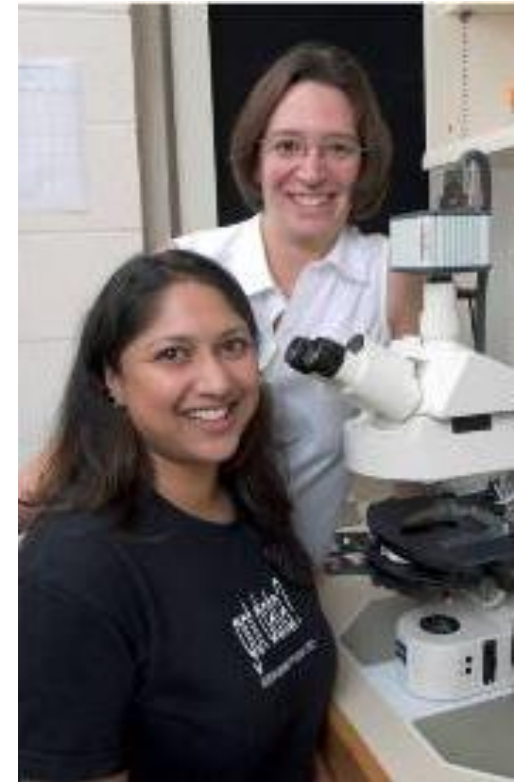


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Program Components (Partial List)

- Leadership Program
 - Career Development Award
 - Scientific Leadership Award
 - Travel Grant
- Faculty Development
 - Sponsored Project Support
 - Work/Family Balance
 - Mentoring Program
- Visiting Scholars Program





Career Development Award

- \$15,000 seed grant
- Helps faculty increase exposure to senior colleagues
- Tenure faculty in STEM are eligible to apply
- All proposals must describe how projects will influence the careers of women scientist applicants or collaborators
- RFPs released in September for December deadline





Scientific Leadership Award

- Serves to help women faculty take on roles of scientific leadership within their disciplines
- Tenure women faculty in STEM eligible to apply
- Proposals accepted on rolling basis





Travel Grant

- \$1,000 available on rolling basis
- Enables women faculty in the sciences and engineering to accept invitations to guest-lecture at universities and conferences





Sponsored Project Support

- Amy Robb is our resident librarian for help with funding resources
- Check out wiki for links to award programs
<https://wiki.brown.edu/confluence/display/advance/Sponsored+Project+Support>
- Contact Amy_Robb@brown.edu to schedule a research consultation session



Sponsored Project Support

Save the Dates for the Following Events

- Private Funding Opps for New Investigators in the Physical Sciences (brown bag), Sep 29 & 30
- Strategies for Productive Communications with Federal Funding Agency Program Directors, Donna Dean of Lewis-Burke Associates, Oct 27
- Faculty Outreach & Networking Events (FONE), 2nd Thursday of the Month



Work/Family Balance

ADVANCE helps to promote Brown policies that ensure gender equity in tenure and promotion, implemented by Office of the Dean of the Faculty

- “Opt-out” mentoring program for all new faculty
- “Opt-out” tenure clock extension for parents of new child
- Institutional and departmental tenure guidelines available through Office of Dean of Faculty and ADVANCE wiki
- Tenure candidates evaluated in terms of tenure-clock (rather than chronological) time
- Dual Career Partner Placement Protocol:
<http://www.brown.edu/Administration/ffpf/dualcareer>



Work/Family Balance

ADVANCE Wiki Resources

- Dual Career
- Local Employment Resources
- Dependent Care



ADVANCE at Brown

Home View Edit

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Dual Career

Added by [Krista Hedderich](#), last edited by [Krista Hedderich](#) on Apr 09, 2009 14:38
[Labels:](#) (None) [EDIT](#)

Resources for Brown Faculty

Brown University recognizes that recruiting and retaining excellent faculty requires that we offer job placement and career partners program. But the University does offer resources to address concerns and questions for faculty and the Office of Institutional Diversity may be helpful in offering advice and assistance. (Source: [Dean](#))

Local Employment Resources

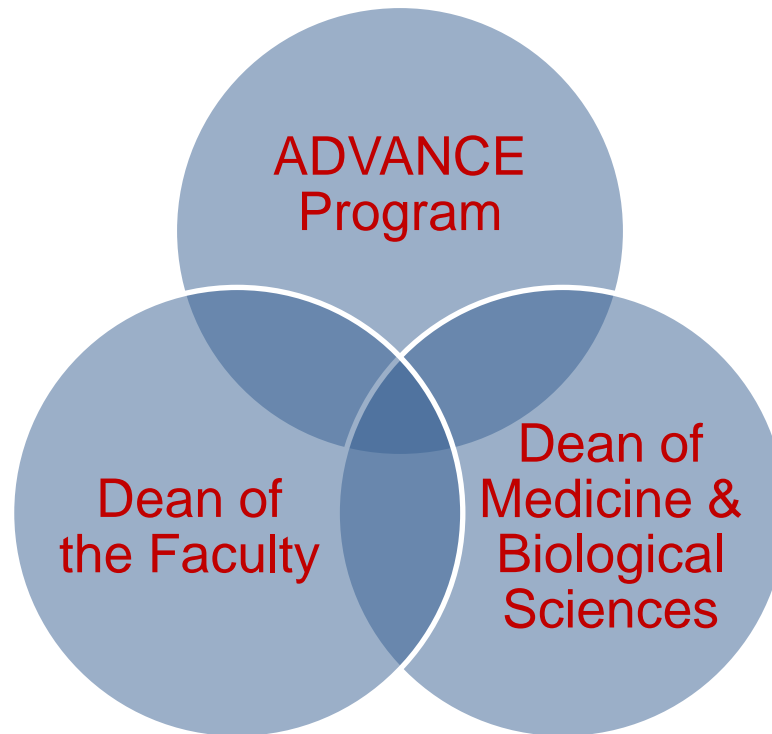
[Brown University Employment Opportunities](#)^{en}
Visit this website to search open positions at Brown University.

Link to these from our website!



Faculty Mentoring Program

Collaborative Initiative





Faculty Mentoring Program

- One-on-one, cross-departmental matches
- “Opt-out” program for new faculty
- Meet 2 to 4 times per semester
- Over 50% of last year’s mentoring pairs will continue meeting this year



Faculty Mentoring Program

Mentees' feedback on benefits of mentoring relationships

- Mentor is a “great sounding board, knowledgeable but not too close to unit”
- Helpful perspective on “scheduling career goals”
- Mentor provided “good, frank advice and follow up”
- “Very beneficial” due to mentor’s longevity at Brown and involvement in tenure decisions
- “I now have realistic expectations for my tenure review process”



Faculty Mentoring Program

Top 10 Topics Discussed

1. University service
2. Balancing work and personal life
3. Publications and writing
4. University family care policies
5. Teaching/classroom dynamics
6. Funding resources at Brown
7. Identity issues (gender, race, sexual orientation)
8. Organizing colloquia
9. Identification & development of career goals
10. University criteria for promotion/tenure





Faculty Mentoring Program

Matching Questionnaire for Mentors

Areas of interest or expertise as Mentor: (check all that apply)

- Teaching
- Research and Publications
- Preparation for Tenure and Promotion
- Choosing committee, teaching, and/or service assignments
- Conferences/professional organizations
- Diversity Issues
- Work/Family balance
- Funding Opportunities
- Other:

Mentee preferences: (please check all that apply)

I would prefer a “mentee” who is:

- The same gender (F ___ M ___)
- The same race (If so, please indicate how you identify)
- Other:

Number of times you would like to meet per semester _____

Please provide additional comments that will help us match you with a mentee. What do you hope to gain from mentoring?



Visiting Scholars Program

Dr. Nancy Hopkins, MIT Professor of Biology

- Mirages of Equality: Progress of Women in Science at MIT, 1971-2009
- Wed, Oct 21 @ 4:30 PM
Sidney Frank Hall
185 Meeting Street
(Reception to follow)





For More Information

- Email: Advance_Program@brown.edu
- Website:
<http://brown.edu/Administration/Provost/Advance>
- Wiki:
<https://wiki.brown.edu/confluence/display/advance/ADVANCE+at+Brown>