



2010 Dept Chairs Orientation

Professor G. Tayhas Palmore
Director of ADVANCE



Program Mission

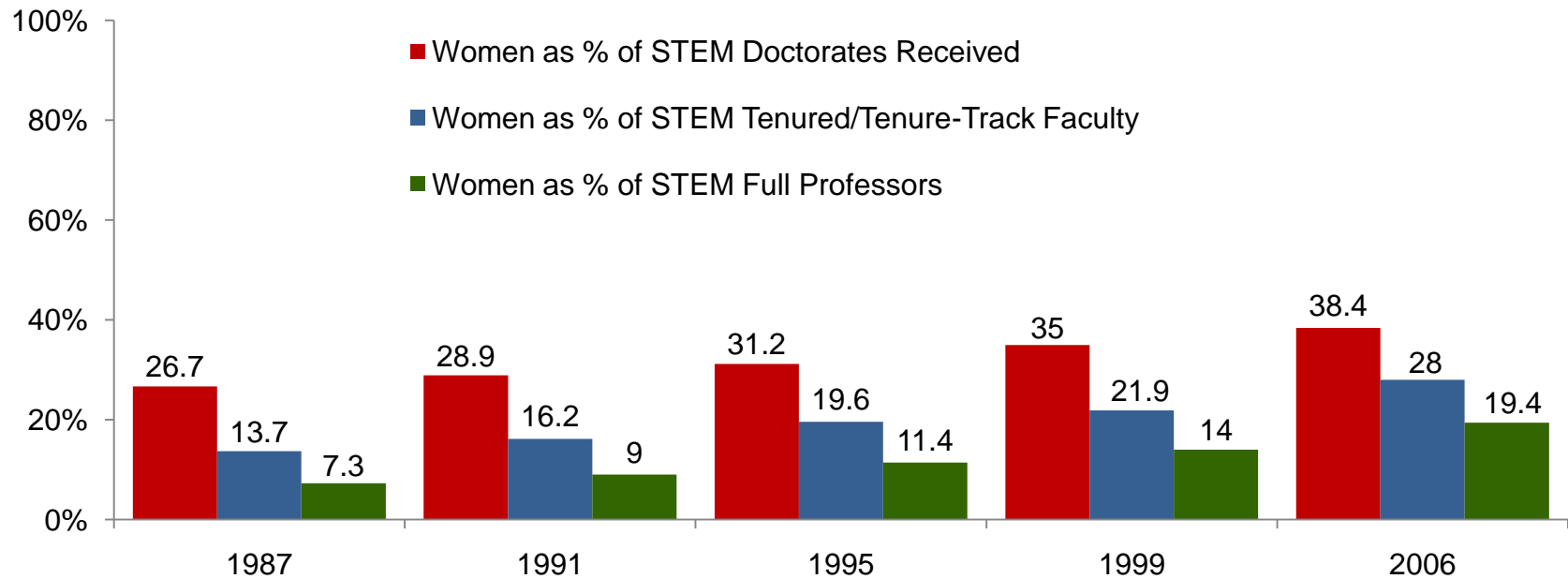
Funded by a 5-year NSF grant, we seek to increase the retention and advancement of STEM women faculty by facilitating the path to career success for all faculty.





Why ADVANCE?

STEM Women Doctorates vs. Tenured Faculty

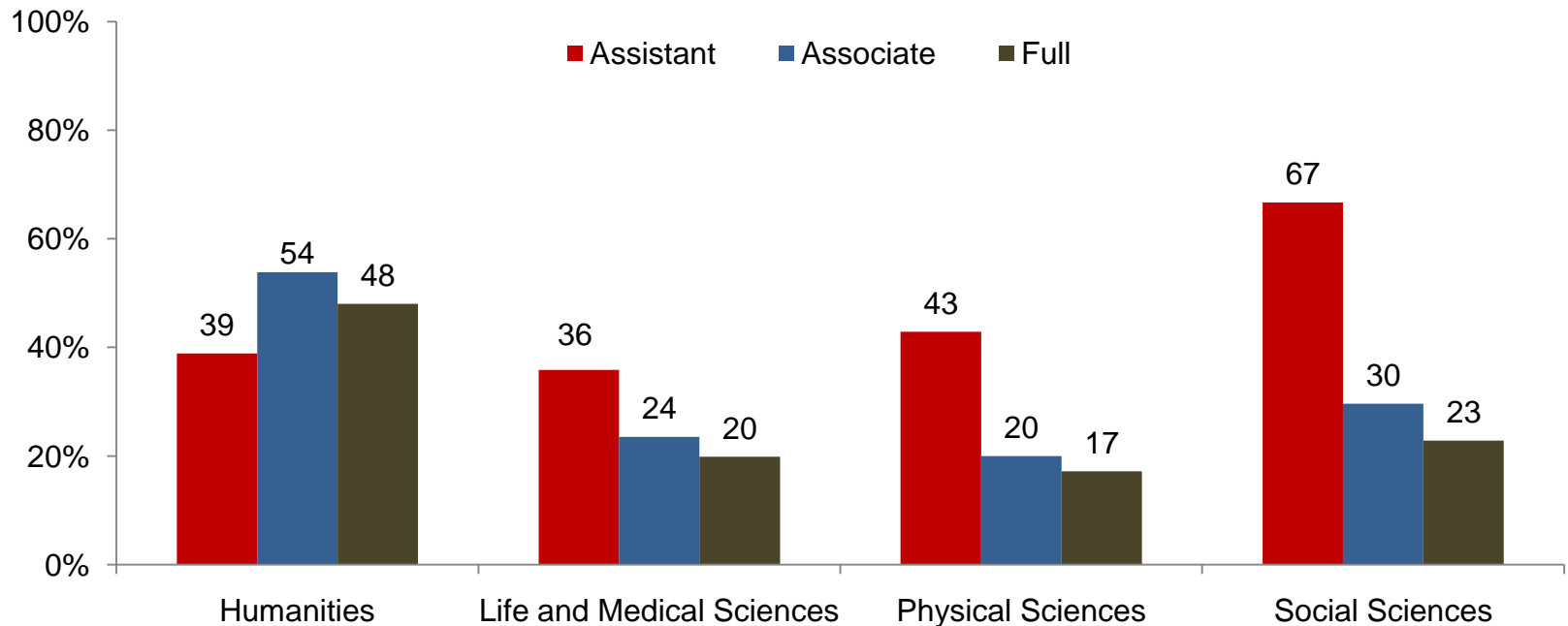


Source: NSF Survey of Earned Doctorates, 1973-2006



Why ADVANCE?

% Women by Rank at Brown, 2009-10

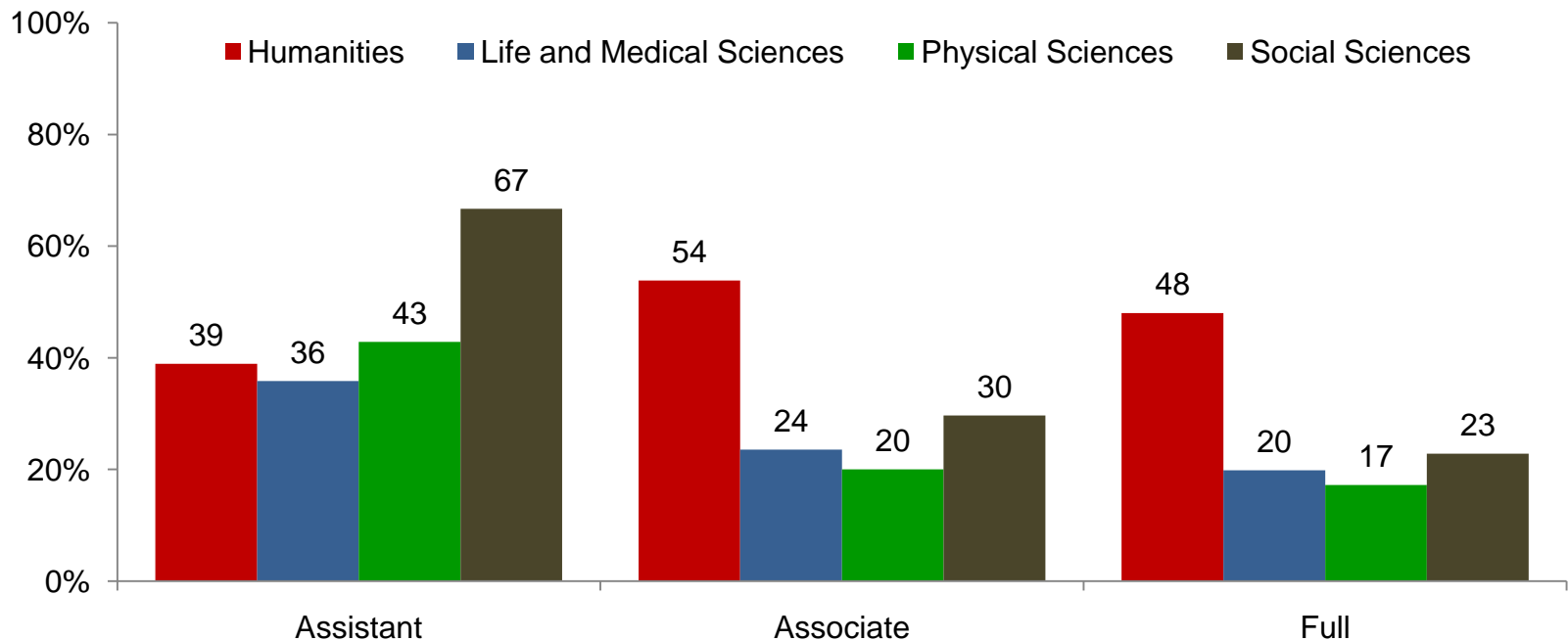


Source: Office of the Dean of the Faculty



Why ADVANCE?

% Women by Division at Brown, 2009-10



Source: Office of the Dean of the Faculty



Making Rock Stars “Rock Star-ier”

Amy Robb, Funding Resources Specialist

- Grants Librarian Outreach
- Leadership Award Programs
- Publications and Communications
- STEM Chairs Support

Krista Hedderich, ADVANCE Program Specialist

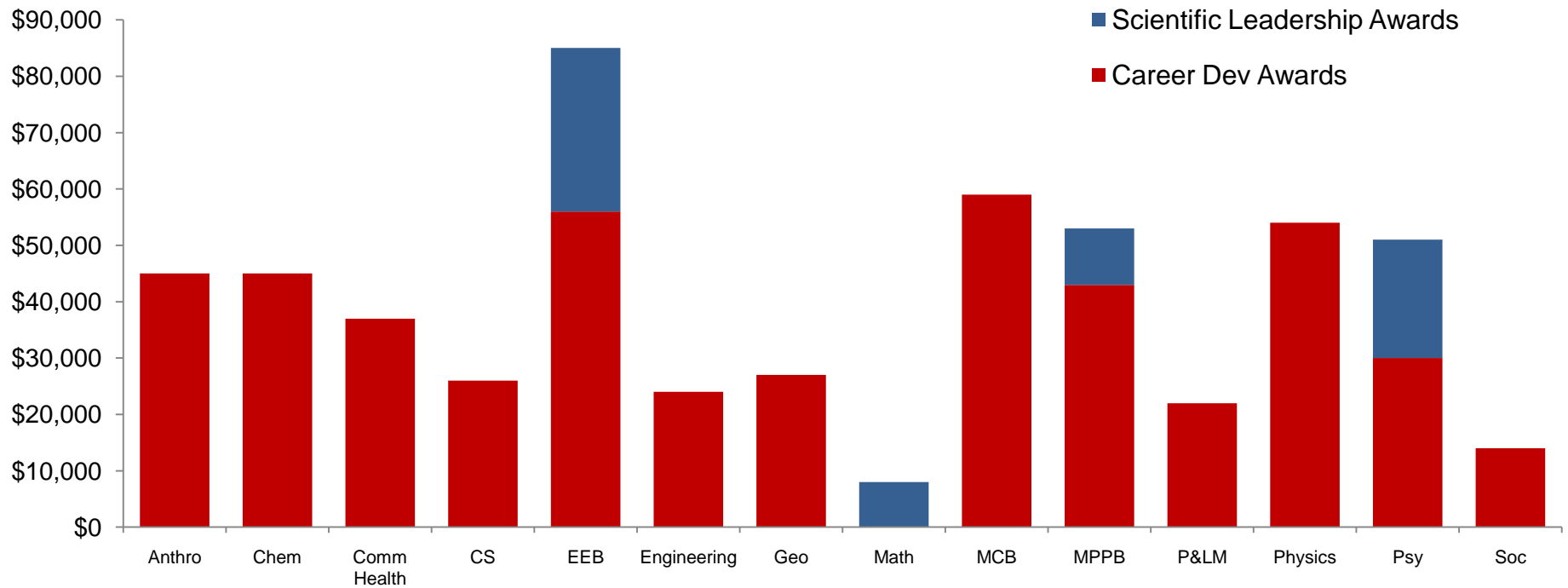
- Data Analysis & Evaluation
- Mentoring Programs
- Social Media
- Work-Life Balance Initiatives





Leadership Awards for Women Scientists

Award Amounts by Department





Faculty Outreach & Networking Events (FONE)

- Monthly info sessions
- Brief presentations on a range of professional development topics
- Chance to network with Brown colleagues
- Open to all faculty, staff, and grad students
- Located in the Science Center, 3rd Floor SciLi





Sponsored Funding Support

Community of Science (COS)

- Workshops regularly offered through training.brown.edu
- Departmental/individual consultations available
- Grant Resources Subject Guide through Library



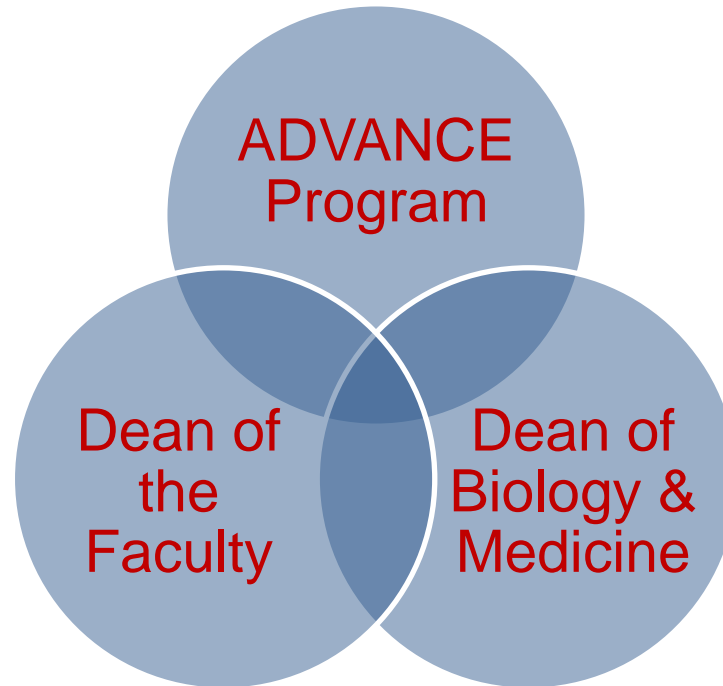
Private Funding Opps for New Investigators

- ADVANCE Wiki
- Brown Bag Sessions Sep 16 & 20 in Science Center



One-to-One Faculty Mentoring Program

Collaborative Initiative





One-to-One Faculty Mentoring Program

- Opt-out for ALL NEW tenure-track faculty
- Cross-departmental matches avoid potential conflicts of interest during tenure
- *Guide for Participants*: best practices for fostering productive relationship & extensive professional development resources



Peer-Mentoring Groups

- STEM Women Faculty
- Women Faculty of Color





Work-Life Balance

ADVANCE Wiki: University Policies & Benefits

- Dependent Care
- Dual Career
- Family Caregiving





Stay Connected



blog: advanceatbrown.wordpress.com



email: Advance_Program@brown.edu



office: 004 Alumnae Hall (194 Meeting St)



twitter: [BrownADVANCE](https://twitter.com/BrownADVANCE)



web: brown.edu/Administration/Provost/Advance



wiki: wiki.brown.edu/confluence/display/advance