ADVANCE Program at Brown
NSF Advance
Institutional Transformation
Award Program

funds academic institutions to develop innovative programs to increase the representation and advancement of women in academic science and engineering careers
Steering Committee

Pam O’Neil
Program Director

Mariko Chang
Managing Director

Brenda Allen
Mary Fennell
Karen Fischer
Tayhas Palmore
Johanna Schmitt
Advance at Brown

The ADVANCE Program at Brown supports new initiatives for formal faculty development programs to ensure that all faculty – men and women – have access to the types of resources that cultivate opportunities for success at the highest levels in academia and academic leadership.
### Results from the previous tenure-track job satisfaction survey

<table>
<thead>
<tr>
<th>How helpful would you find:</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Formal mentoring</strong></td>
<td>UH: 6%</td>
<td>UH: 8%</td>
</tr>
<tr>
<td></td>
<td>SH: 39%</td>
<td>SH: 53%</td>
</tr>
<tr>
<td></td>
<td>VH: 56%</td>
<td>VH: 39%</td>
</tr>
<tr>
<td><strong>Assistance in obtaining federally funded grants</strong></td>
<td>UH: 0%</td>
<td>UH: 10%</td>
</tr>
<tr>
<td></td>
<td>SH: 31%</td>
<td>SH: 31%</td>
</tr>
<tr>
<td></td>
<td>VH: 69%</td>
<td>VH: 59%</td>
</tr>
<tr>
<td><strong>Travel funds to present papers or conduct research</strong></td>
<td>UH: 0%</td>
<td>UH: 10%</td>
</tr>
<tr>
<td></td>
<td>SH: 11%</td>
<td>SH: 23%</td>
</tr>
<tr>
<td></td>
<td>VH: 89%</td>
<td>VH: 68%</td>
</tr>
</tbody>
</table>

**UH = unhelpful, SH = somewhat helpful, VH = very helpful**
Programs for Faculty

- Career Development
- Mentoring
- Faculty Leadership Programs
Career Development

• Career development awards

• Research Opportunities Coordinator
Career Development Awards

- Access to senior colleagues at other institutions (collaborators, role models, sponsors)
- Average award: $15,000
- Typical duration: 1 year
- Deadline: April 16th
Research Opportunities Coordinator

• Seeks out federal funding opportunities and notifies faculty in targeted manner

• Works with Office of VP for Research

• Assists with grants(wo)manship
Faculty Mentoring

• Within department mentoring
• Mentors outside of department
Faculty Leadership Programs

• Awards to develop scientific leadership
• Administrator shadowing
• Leadership support fund
Other Faculty Development Issues

- Work/Life (e.g. childcare)
- Others?
ADVANCE Office
Metcalf