



ADVANCE Program at Brown

A scientist wearing a white lab coat and gloves is working in a laboratory. The scientist is focused on a task, possibly using a pipette or similar instrument. The background shows a typical laboratory environment with windows, shelves, and equipment.

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



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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

How helpful would You find:	Female			Male		
	UH	SH	VH	UH	SH	VH
formal mentoring	6%	39%	56%	8%	53%	39%
assistance in obtaining federally funded grants	0%	31%	69%	10%	31%	59%
travel funds to present papers or conduct research	0%	11%	89%	10%	23%	68%

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





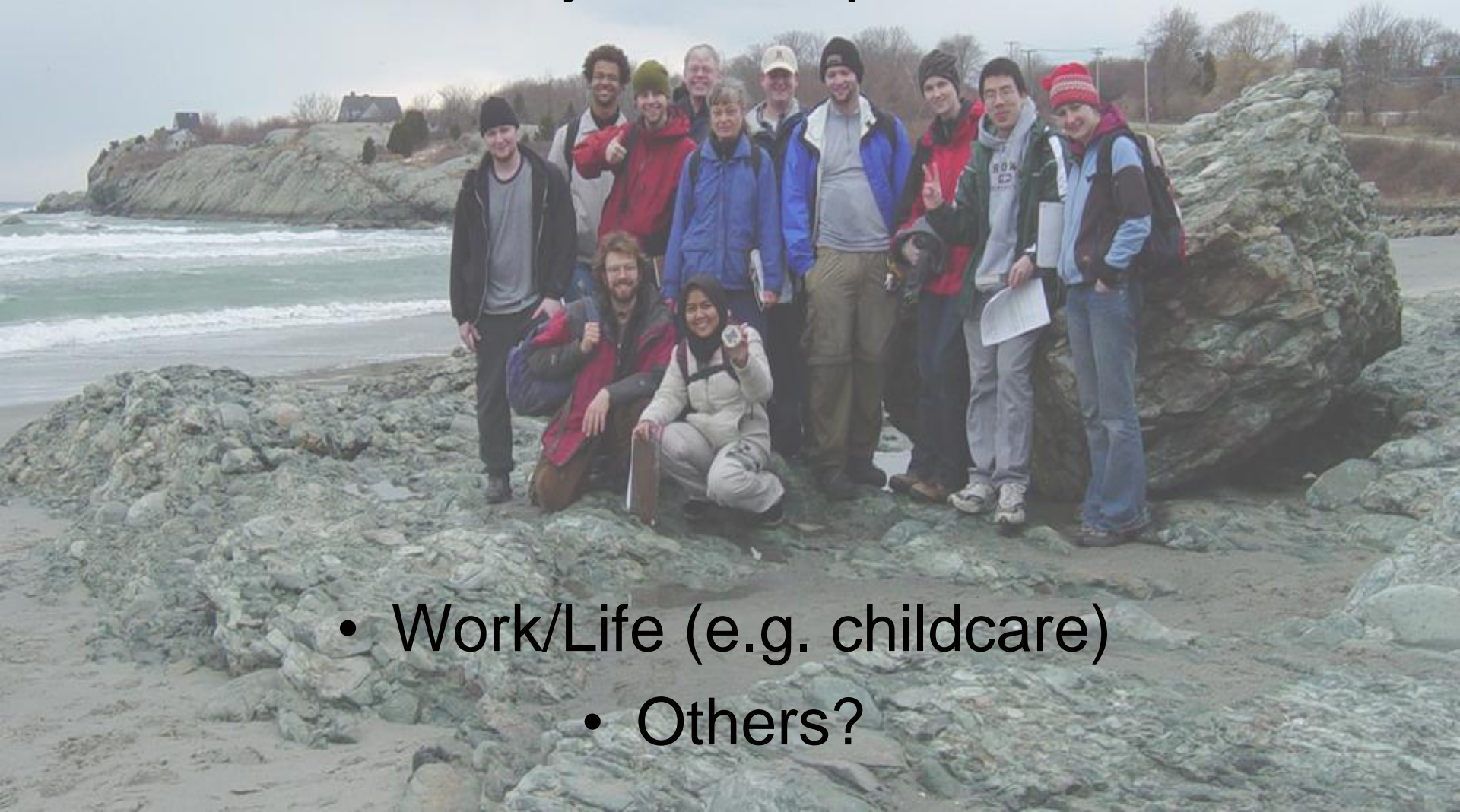
Faculty Leadership Programs

- Awards to develop scientific leadership
- Administrator shadowing
- Leadership support fund





Other Faculty Development Issues



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

ADVANCE Office
Metcalf

