



ADVANCE Program Mission

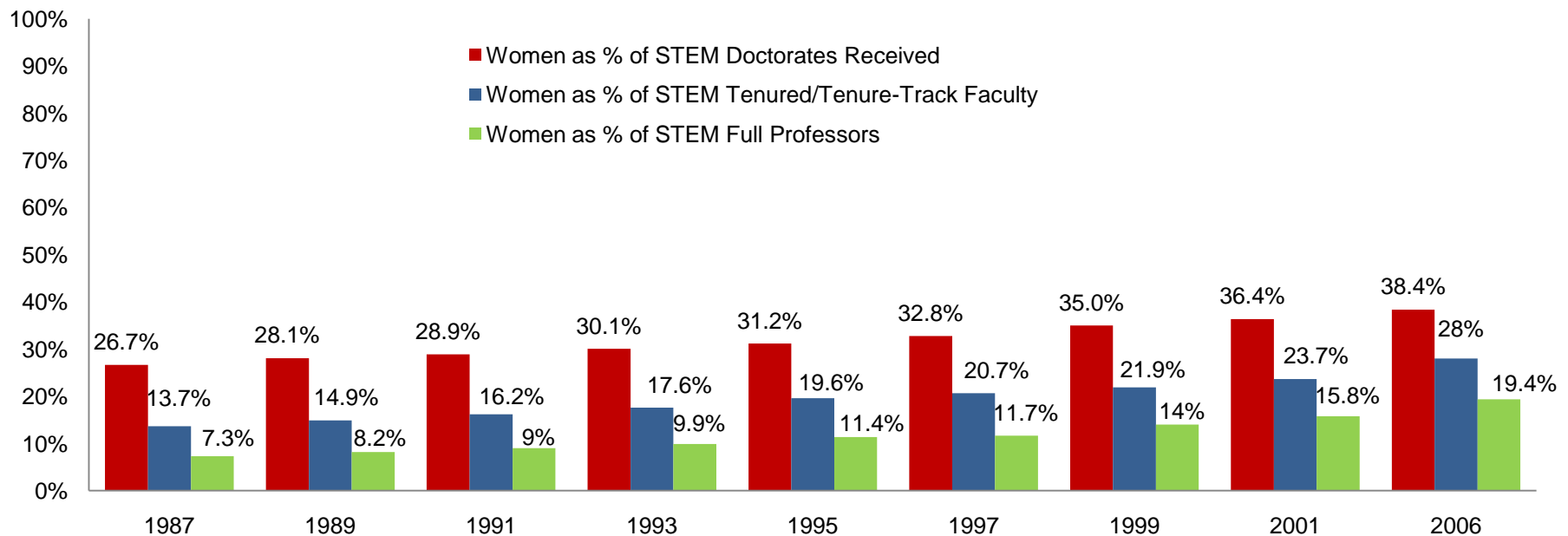
Funded by a 5-year National Science Foundation grant, the goal of the ADVANCE program is to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce.





Women Faculty in STEM Nationally

PhDs vs. Tenured/Tenure-Track Faculty vs. Full Professors, 1987-2006

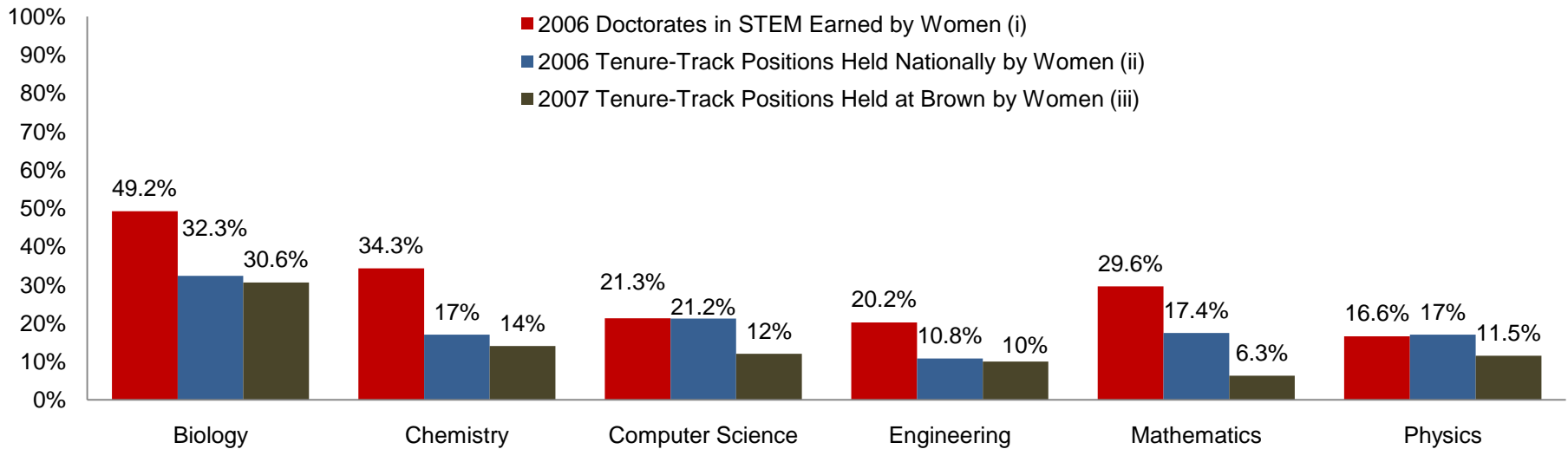


Source: NSF, Division of Science Resources Statistics, Survey of Earned Doctorates, 1973-2006



Women Faculty in the Sciences

Women as % of STEM: PhDs ■ vs. Faculty Nationally ■ vs. Brown ■
 (2006 & 2007)

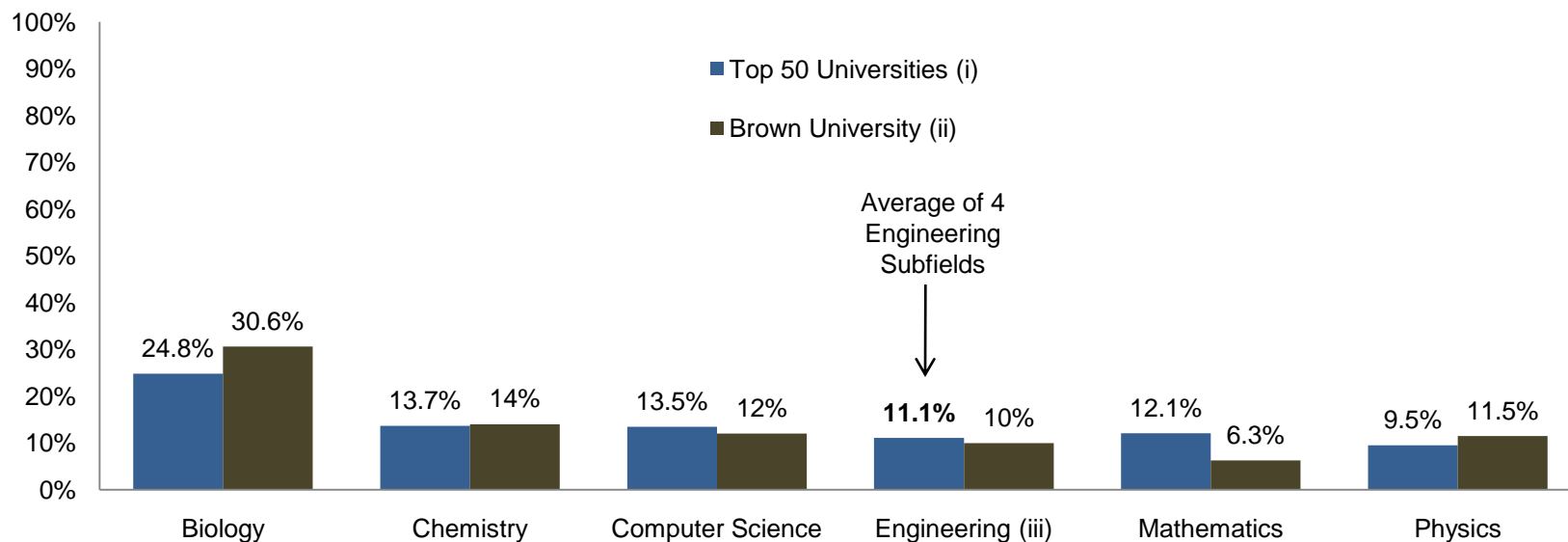


- (i) Source: NSF, Women, Minorities, and Persons w/Disabilities in Science and Engineering, 2009
- (ii) Source: NSF, Survey of Doctorate Recipients, 1973-2006
- (iii) Source: Office of the Dean of the Faculty



Women Faculty in the Sciences

Women as % of STEM Tenured/Tenure-Track Faculty at Top 50 Universities vs. Brown University, 2007



i. Source: 2007 Nelson Diversity Survey

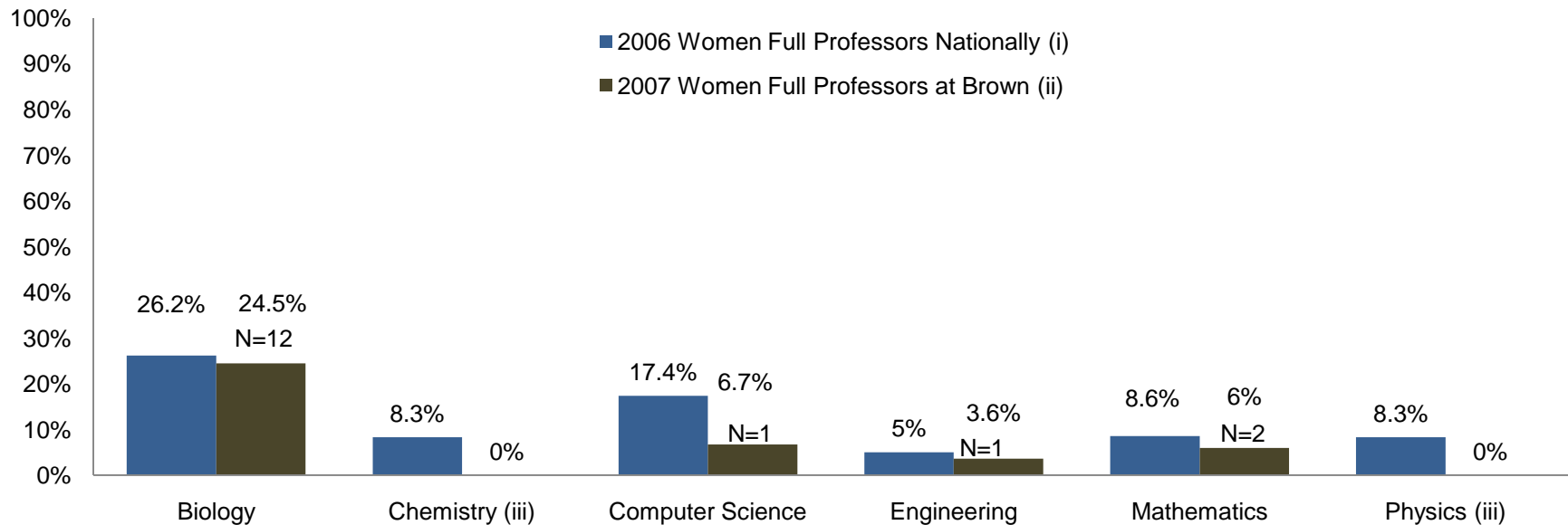
ii. Source: Office of the Dean of Faculty

iii. Note: Average of electrical, mechanical, civil, & chemical engineering



Women Faculty in the Sciences

Women as % of STEM Full Professors Nationally ■ vs. Brown ■



(i) Source: NSF, Survey of Doctorate Recipients, 1973-2006

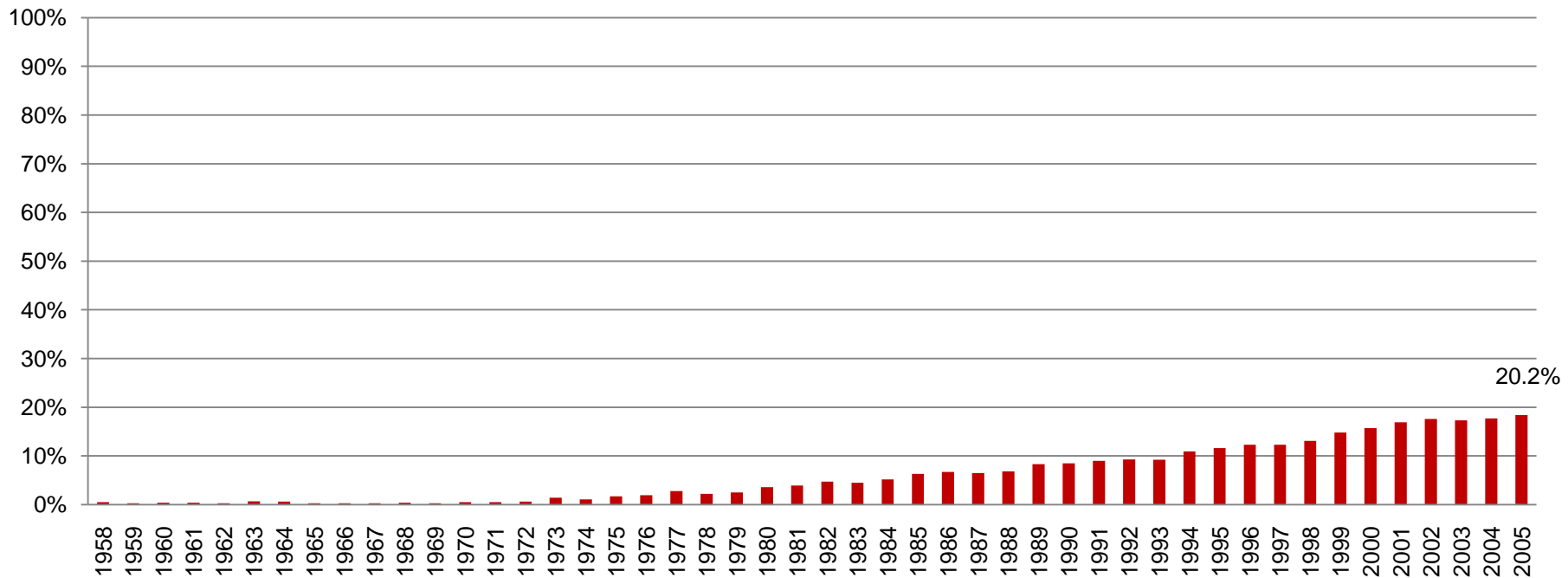
(ii) Source: Office of the Dean of the Faculty

(iii) Note: Tenure-track positions provided for “physical sciences”



Women Faculty in STEM Nationally

Women as % of **Engineering** Doctorate Recipients, 1958-2006



Source: NSF, Division of Science Resources Statistics, Survey of Earned Doctorates, 1958-2006



Working Group Members



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Departments We Serve

Faculty of Arts & Sciences (DOF)

- Applied Mathematics
- Chemistry
- Cognitive & Linguistic Sciences
- Computer Science
- Engineering
- Geological Sciences
- Mathematics
- Physics

Program in Biology (BioMed)

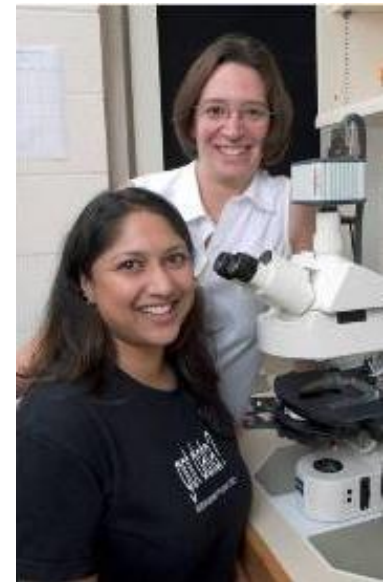
- Ecology & Evolutionary Biology (EEB)
- Molecular Microbiology & Immunology (MMI)
- Molecular Pharmacology, Physiology and Biotechnology (MPPB)
- Molecular Biology, Cell Biology and Biochemistry (MCB)
- Neuroscience





Program Components

- Leadership Program
 - Career Development Award
 - Scientific Leadership Award
 - Travel Grant
- Faculty Development
 - Mentoring Program
 - Sponsored Project Support
 - Work/Family Balance
- Transforming Academic Departments
- 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



Leadership
Program

Faculty
Development

Transforming
Departments

Visiting
Scholars



Scientific Leadership Award

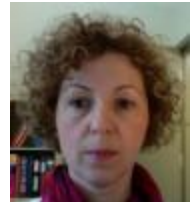
- Serves to help women faculty take on roles of scientific leadership within their disciplines
- Tenure women faculty in STEM eligible to apply
- Proposals accepted on rolling basis





Travel Grant

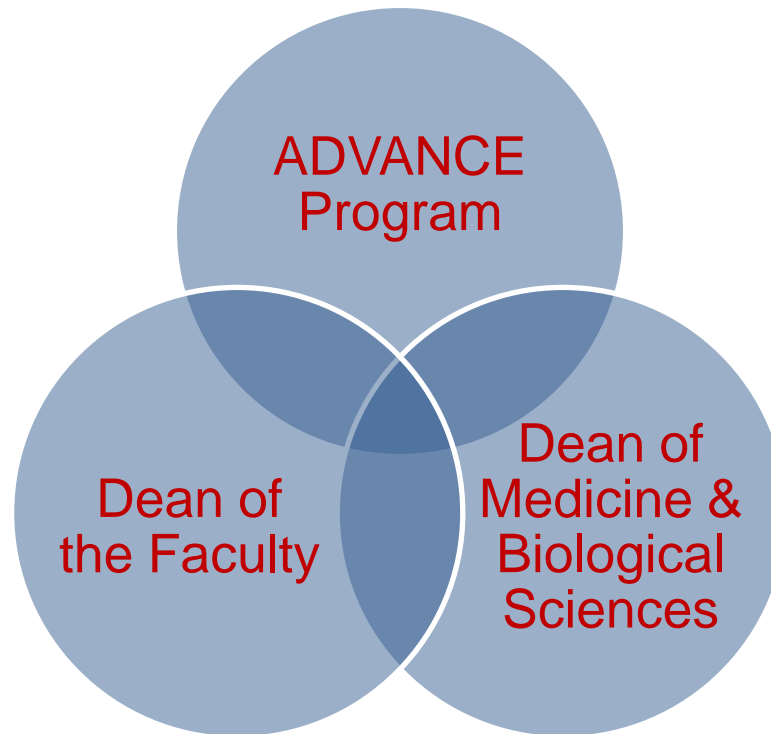
- \$1,000 available on rolling basis
- Enables women faculty in the sciences & engineering to accept invitations to guest-lecture at universities and conferences





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

- Institutional and departmental tenure guidelines available through Office of Dean of Faculty and ADVANCE wiki



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>



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” tenure clock extension for parents of a new child
- 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

[Dashboard](#) > [Program Advance](#) > [ADVANCE at Brown](#) > [Dual Career](#)

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 plac
career partners program. But the University does offer resources to address concerns and questions f
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!



Department Chair Support

Save the Dates for These Chair Workshops
(Noon @ Faculty Club)

- Recognizing Gender Bias in Letters of Recommendation, Oct 9
- The Department Chair's Role in Institutional Change: Lessons from MIT, Dr. Nancy Hopkins, Oct 22
- Faculty & Families: Negotiating Dual Career Hires & Caretaking Leaves, Nov 6



Department Chair Support

Documents Provided Today

- Increasing the Retention & Advancement of Women & Minority Scientists: A Guide for Department Chairs
<https://wiki.brown.edu/confluence/display/advance/Resources+for+Department+Chairs>
- Faculty Perceptions of Institutional Climate & Advancement Opportunities: Pre-Test Survey Results
<http://www.brown.edu/Administration/Provost/Advance/evaluation.html>
- Fall 2009 Events Calendar



Department Chair Support

ADVANCE Wiki

- Provides presentations from our visiting scholars regarding issues of recruitment & retention
<https://wiki.brown.edu/confluence/display/advance/Resources+for+Department+Chairs>



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>