



**ADVANCE Institutional Transformation (IT) - Catalyst**  
***“Transforming Faculty Gender Diversity at Florida Atlantic University”***

**NSF Award Information**

Award Number: 1611704  
Start Date: September 1, 2016  
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**About NSF ADVANCE Program**

The goal of the National Science Foundation’s (NSF) ADVANCE program is to increase the representation and advancement of women and underrepresented minorities (URMs) in academic science and engineering careers, thereby developing a more diverse science and engineering workforce.

ADVANCE encourages institutions of higher education and the broader science, technology, engineering, and mathematics (STEM) community to address various aspects of STEM academic culture and institutional structure that may differentially affect women faculty and academic administrators. As such, ADVANCE is an integral part of the NSF’s multifaceted strategy to broaden participation in the STEM workforce, and it supports the critical role of the Foundation in advancing the status of women in STEM academic careers.

**ADVANCE FAU Goals:**

- Build institutional capacity by establishing the necessary infrastructures for implementation of these ADVANCE strategies and their long-term sustainability.
- Catalyze institutional change at FAU that will lead to increased STEM faculty satisfaction, recruitment, retention, and career advancement.
- Identify the most critical institutional barriers and issues based by current and future women faculty in STEM and formulate strategic plans and recommendations to address these. Thus, we seek to create a unique institutional plan to implement a more positive career environment for current and future women faculty in STEM at FAU.

**Key Aims:**

1. Administer a baseline survey and a follow-up survey, adapted from those developed by prior successful ADVANCE awardees, to characterize overall faculty climate and career satisfaction.
2. Work with key faculty and administrative leaders at FAU to evaluate and review how institutional policies impact recruitment, retention and advancement of women and URM faculty in STEM disciplines.
3. Consult with and visit other ADVANCE awardee institutions to learn from their experiences of implementing ADVANCE best practices, especially in regards to (a) mentoring programs, (b) revision of recruitment, promotion, and work-family policies, and (c) other professional development initiatives.

### **Key Aims: (continued)**

4. Begin contextualized implementation of chosen pilot best practices at FAU, in consultation with faculty and administrators. In this regard, we have already identified existing practices and initiatives at FAU that align with ADVANCE principles that we can build upon.
5. Evaluate the effectiveness of the best practices implemented using a mixed method approach that will include: (a) initiating and tracking the changes in institutional policies and numbers of professional development programs available to STEM faculty at FAU, (b) monitoring trends in recruitment, retention and promotion of female and URM faculty in STEM fields at FAU, and (c) periodic re-surveying of faculty climate and career satisfaction.

### **Research Questions**

1. What are the unique barriers to recruitment, advancement and retention faced by STEM women and URM faculty at FAU? Which of these obstacles are common to those found at similar institutions around the U.S.?
2. What are the policies and practices at FAU which facilitate the promotion and advancement of women and URM faculty in STEM fields at FAU?
3. How does the faculty climate and career satisfaction of this faculty group compare to non-STEM faculty at FAU and to STEM faculty at other similar institutions in the U.S.?
4. To what extent will implementing select key ADVANCE best practices catalyze a sustained positive transformation of (a) the numbers of women and URM faculty being recruited, retained and promoted in STEM-related fields, and (b) the overall faculty climate and career satisfaction at FAU?

### **Selected Activities**

- Baseline and follow-up surveys of tenured/tenure-track (T/TT) and non-tenured track (NTT) Faculty Worklife Survey at FAU
- Review institutional policies
- Site visits to ADVANCE institutions
- Develop institutional plan for future institutional transformation
- Develop and implement ADVANCE mentoring and leadership

### **ADVANCE FAU Leadership Team**

- Russ Ivy, Principal Investigator
- Josephine Beoku-Betts, Co-PI
- Janet Blanks, Co-PI
- Nurgun Erdol, Co-PI
- Evonne Rezler, Co-PI

### **Program Staff**

- Nancy Romance, Internal Evaluator
- Frankie Santos Laanan, Project Director
- Kayla Elliott, Associate Research Director
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### **Contact Information**

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