ACCOMPLISHMENTS

WHAT ARE THE MAJOR GOALS OF THE PROJECT?
1. Recruit and retain more women STEM faculty at senior, mid-career and junior faculty levels, with a focus on women of color
2. Increase the support and representation of women STEM faculty in administrative leadership positions
3. Enhance UH infrastructure to make gender equity and diversity campus-wide priorities

MAJOR ACTIVITIES

Since its August 2014 launch, the Center has hosted eight ADVANCE events
10/7/14: Jane Simmonds, doctoral student at the School of Management, Massey University, New Zealand, gave a presentation on career and leadership development of women (in New Zealand) to a group of about 25 administrators, faculty, staff, and students. Evaluation responses indicated the audience rated the event as worthwhile and took away information they could use to support the career development of women in the workplace, as well as their own career development. (Goals 2 & 3.)
10/21/14: Dr. Ruth Simmons, president emerita, Professor of Comparative Literature and Africana Studies, Brown University, gave a presentation titled “Advancing the Gender Mix in STEM,” to an audience of over 80 senior administrators, faculty, students, and staff. Evaluation responses indicated the audience rated the event as worthwhile and that they could use what they learned to support the career development for women in the workplace. Goals 1, 2, 3
10/30/14: Dr. Jennifer Glass, Barbara Bush Professor of Liberal Arts, Department of Sociology, University of Texas, gave a presentation titled “Salary, Family, Climate: What Keeps Women Out of S.T.E.M. Fields?” Attended by 75 administrators, faculty, staff, and students, indicated the event helped to raise the profile of gender equity they had a better understanding of the challenges experienced by STEM/SBS women faculty that affect their retention. Goals 1, 3
11/5/14: STEM in the Americas speaker Dr. Cristina Villalobos, professor, Mathematics, founding director, Center of Excellence in STEM Education, University of Texas Pan American, launched the new speaker series with a presentation titled “Optimal Control in the Treatment of Retinitis Pigmentosa,” and her role as the director of The Center of Excellence in STEM Education at UTPA. 15 attended. Goals 1, 3
2/24/15: Nanci Luna Jimenez, CPF, and Kathleen Rice, Ph.D., CTF presented “Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion.” 38 attendees: 8 prof (6 women, 2 men); 10 assoc prof (6 women, 4 men); 15 administrators-deans, assoc dean, chairs (3 women, 12 men). Evaluation feedback indicated strong agreement that topics presented would add value to work and life situation. Goal 3.
4/2/15: STEM in the Americas speaker Dr. Gabriela Del Valle, professor, Applied Atomic and Molecular Physics, Autonomous Metropolitan University, Mexico, gave a presentation titled “The Presence of Women in Universities and Institutions of Higher Education in Mexico: Their Contributions to Science and Technology.” All faculty/staff attendees agreed that the lecture taught them something new about developing role models for women STEM/SBS faculty. Goals 1, 3
4/6–7/15: Departmental Mentoring Workshops, facilitated by Dr. Susan K. Gardner. Four workshops: women STEM tenure-track and tenured faculty, chairs (13 out of a total 23), STEM deans (3 out of 5). The workshops will provide a foundation for the development of a department level mentoring program. Goals 1, 3.
4/17/15: ARN Post Doc Networking event. Attended by 17 post docs, 23 faculty/staff, 3 walk-ins. Dr. Donna Dean, Senior Federal Executive (ret), NIH, was keynote, and sessions on preparing for job searches, building a career, how reviewers look at grants, career opportunities at partner institutions, and one-on-one visits to departments for visiting post docs. Goal 1.
4/29/14: NSF for First Year Site Visit
November 24, 2014: Appointment of Advocates. Advocates role is to “engage the majority” and spearhead ADVANCE activity implementation in their colleges. (9) Advocates were nominated and selected.
3/31/15: External Advisory Board visit
4/9/15: External Evaluator (Dr. Mariko Chang) visit
10/14–present: ARN E mentoring Network: customized software platform provided by MentorNet. A “closed” platform was designed for women STEM tenure track and tenured faculty at ARN partner institutions. Faculty created personalized profiles that were used for matching. Online free training "Optimizing the Practice of Mentoring," provided by University of Minnesota. Training completion self-reported. Enrollment: 96 faculty responded indicating an interest, 39 completed their profiles (Prairie View: 6 mentees, 2 mentors; Rice: 1 mentor; A&M: 4 mentees, 2 mentors; UH: 7 mentees, 7 mentors; UTPA: 7 mentees, 3 mentors). Pilot: 7 mentoring pairs. Note: matched pairs had to be from different institutions. Disciplines include: Economics, Political Science, Computer Science, Biology, Psychology, Human Health and Performance, Earth and Atmospheric Sciences, Geography, Mathematics, Statistics. One mentor is a tenured male faculty member (Biology).

10/14–present: Measuring impact. The Evaluation committee has successfully accomplished the development and implementation of data collection tools to assess various project activities, including: developed 2014 evaluation summaries for 6-month NSF report and external evaluator; obtained IRB approved facilitation and implementation of surveys for 8 events; and completed data collection for faculty tenure breakdown by gender, STEM-SBS gender composition, tenure/promotion outcomes by gender for pre-ADVANCE years.

WHAT OPPORTUNITIES FOR TRAINING AND PROFESSIONAL DEVELOPMENT HAS THE PROJECT PROVIDED
Training opportunities will be developed as an outcome of the April 2015 Departmental Mentoring workshops. Professional development tools are being developed as part of the program development by the Advancing UH Leaders and ADVANCE Fellows subcommittees.

HOW HAVE THE RESULTS BEEN DISSEMINATED TO COMMUNITIES OF INTEREST?
ADVANCE website hosts the following report. In addition, the reports were sent to individuals who participated in the various events. NSF First Year Site Visit Report; External Advisory Board Report; Departmental Mentoring workshops report; ARN Post Doc Networking event

WHAT DO YOU PLAN TO DO DURING THE NEXT REPORTING PERIOD TO ACCOMPLISH THESE GOALS?
Launch the web-based resource tool for dual career hiring program
Produce the first webinar in the ARN webinar series (UH)
Design and host the first ARN web-based peer to peer workshops (for chairs/heads)
Hold search committee workshop that will form the basis for development of search committee training for the STEM departments
Launch Leadership professional development workshops
Design and begin implementing a mentoring program for departments
Launch a full-fledged session of the ARN E Mentoring network
Host a Fall 2015 STEM in the Americas speaker
Administer and evaluate data from campus-wide climate survey
Work-Life Integration committee submits to PI report/recommendations for policy/program changes
Develop and implement evaluation assessment instruments for various ADVANCE activities as needed
Update data and analysis of NSF indicator data

PDF UPLOADS (limit 4)
1. Evaluation Summaries
2. External Advisory Board Report
3. Departmental Mentoring Workshop Report
4. Tentative: External Evaluator Report