

The **ADVANCEing Faculty Program** in the College of Engineering and Science (COES) at Louisiana Tech University strives to create a culture of success for women in science, technology, engineering and mathematics through a college-wide, systemic, sustainable approach. This approach provides a framework and resources to educate and enable all faculty to participate in a supportive work environment that enhances job satisfaction, research productivity and retention.

The **goals** of the ADVANCEing Faculty Program are to:

- 1) strengthen the **climate** by reducing isolation of faculty, instituting faculty training and mentoring programs, and examining worklife policies;
- 2) increase **retention** of faculty, through increased research successes, career networking, and exposure to role models;
- 3) enhance management training, as well as **promotion and leadership** opportunities, for faculty.

The ADVANCEing Faculty Program includes the following components: Faculty Lunches, Training Modules for Administrators and Faculty, Mentoring Program, Worklife Policies for Life Transitions, Grant Writing Program, Career Networking Awards, Distinguished Lectureship Program, Executive Coaching Program, Career Development Workshops, and a Women in STEM Awards Banquet.

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For more information on the ADVANCEing Faculty Program, click [here](#) or contact the Office for Women in Science and Engineering (OWISE) at 318-257-2101 or advance@latech.edu

WEPAN 2012 Conference Negotiation Workshop

[Negotiation Basics and Tips from the Trenches](#)

[Negotiation Scenario in Department X- Handout-1](#)

[Strategies for Successful Negotiation- References](#)

