

ADVANCE^{ING}

FACULTY PROGRAM

NSF ADVANCE PAID Project
Year 1 in Review

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Our Project

- ▶ NSF ADVANCE grant of \$736,500 over 4 Years
- ▶ Partnerships for Adaptation and Implementation (PAID)
- ▶ College of Engineering and Science
- ▶ ADVANCEing Faculty Program
- ▶ Focus:
 - ▶ **Climate**
 - ▶ **Retention**
 - ▶ **Promotion & leadership**



Office for Women in Science and Engineering

Goal: Established to administer grant and deliver programs to other women's groups in COES

- ▶ OWISE Graduate Seminars twice monthly at noon on Fridays
- ▶ OWISE Lunch for Instructors/Lecturers once a month
- ▶ ADVANCEing Faculty Program
- ▶ COES Mentoring Program



Faculty Lunch at the Ropp

Goal: to provide networking, news on upcoming programs & events, short, interactive mini-programs on professional development & leadership topics

- ▶ Held 8 monthly lunches
- ▶ Met with Internal Advisory Board and External Evaluators
- ▶ Mini-programs on professional development topics such as leadership styles, networking, negotiation, worklife policies, and executive coaching



Grant Writing Program

Goal: increase the competitiveness of junior faculty through training seminars, grant writing assistance and pre-reviews of proposals from external experts

- ▶ **Implemented Grant Pre-Review Program – funds grant pre-reviews from external experts**
- ▶ **Planning NSF Grant Writing Seminar for 2010-2011**
 - ▶ Louisiana NSF Day in December 2010 or January 2011



COES Mentoring Program

Goals: To provide support for faculty related to career activities; to communicate institutional expectations in research, teaching and service; and to assist faculty in becoming better socialized in the broader college and university culture.

- ▶ Held training seminars for mentors and mentees in Winter Quarter
- ▶ Kicked off COES Mentoring Program in Spring 2010
- ▶ Monthly Mentor and Mentee newsletters
- ▶ Collaborating with other colleges on campus to assist with implementation of similar mentoring programs



Executive Coaching Program

Goal: assist faculty with professional and personal growth, academic and career guidance, and leadership development

- ▶ Kick-off in May 2010
- ▶ Up to 3 faculty each year
- ▶ 6 – 8 sessions with professional coach Helen Williams at the Cleveland Foundation
- ▶ Provides performance- and career-related guidance, together with resources and feedback on how to best accomplish an identified vision, goals, plans and actions



Distinguished Lectureship Program

Goal: bring senior women faculty to campus to interact with faculty and students; network on issues related to research, teaching, and professional development; and serve as positive role models

- ▶ First Distinguished Lecturer: Dr. Lori Bruce, Associate Dean for Research and Graduate Studies in the College of Engineering at Mississippi State University visited campus in March of 2010
- ▶ Today's E&S Leader Talk
- ▶ Lunch with women faculty
- ▶ Visits with COES administrators, VP for Research, Director of Intellectual Property
- ▶ Talk for women graduate students



Career Development Workshops

Goal: to provide professional development training for women faculty on topics such as communication; negotiation; leadership styles, leading individuals, groups and organizations; presentations; managing others; planning and facilitating a meeting; delegation; listening; and problem-solving

- ▶ Career Development topics are being incorporated into the mini-programs offered at the monthly Faculty Lunch; we will add one or more half to one-day workshops next year on these topics.



Career Networking Awards

Goal: provide funds to assist faculty who are building their research program or expanding their research into a new area to to increase exposure to senior colleagues who can serve as collaborators, role models and sponsors

- * **Kicked off in April 2010**
- * **Funds available year-round**
- * **Application form can be found on the ADVANCEing Faculty website**



Women in STEM Awards Banquet

Goal: to recognize accomplishments of women faculty and their supporters on campus, including those who support mentoring efforts

- ▶ First banquet to be held in Spring 2011 at the conclusion of Year 1 of the COES Mentoring Program



Worklife Policies

Goal: to examine current college and university policies with regard to implementation of policies to increase worklife balance for all faculty

- ▶ **Team with representatives from multiple colleges on campus met for a series of meetings in Spring 2010 to examine current policy and suggest potential new policies of interest**
- ▶ **Met with COES Dean to review team report and plan next steps**



Training Modules for Administrators & Faculty

Goal: offer brown bag lunch seminars, workshops, retreats, etc., that focus on topics such as enhancing department climate; leadership development; departmental governance; faculty recruitment and hiring; managing a research laboratory; worklife balance; gender issues; negotiation; public speaking; social networks; and self-promotion

- ▶ Two Leadership Team seminars held in 2010 on gender issues and worklife balance
- ▶ Quarterly Leadership Team seminars to be held in 2010-2011
- ▶ COES-wide brown bag lunches to be held in 2010-2011



ADVANCEing Faculty Program 2010-2011

- ▶ What can the ADVANCEing Faculty Program do for you to make a difference?
- ▶ Which of these programs are you most interested in participating?
- ▶ What ideas for new programs do you have that would be of value to you?
- ▶ What other feedback do you have for us?

Thanks for your participation in 2009-2010 and have a great summer!!!



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Questions?

<http://www.advance.latech.edu>