

STEM @ Lehigh

Biological Sciences
Chemical Engineering
Chemistry
Civil and Environmental Engineering
Computer Science and Engineering
Earth and Environmental Sciences
Economics
Electrical and Computer Engineering
Industrial and Systems Engineering
Materials Science and Engineering
Mathematics
Mechanical Engineering and Mechanics
Physics
Psychology
Sociology and Anthropology
and affiliated centers and programs



PRINCIPAL INVESTIGATORS

Patrick Farrell (PI)
Provost
Diane Hyland (Co-PI)
Professor, Psychology
Jackie Krasas (Co-PI)
Associate Professor, Sociology
Sibel Pamukcu (Co-PI)
Professor, Civil & Environmental Engineering
Jeffrey Sands (Co-PI)
Professor, Biological Sciences

INTERNAL ADVISORY COMMITTEE (IAC)

Donald Hall, *Dean, College of Arts and Sciences*
D. Gary Harlow, *Chair, Mechanical Engineering and Mechanics*
Tiffany Jing Li, *Associate Professor, Electrical and Computer Engineering*
Anne Meltzer, *Professor, Earth and Environmental Sciences*
Vincent Munley, *Deputy Provost, Faculty Affairs*
Frank Pazzaglia, *Chair, Earth and Environmental Sciences*
Alan Snyder, *Vice President, Assoc. Provost Research and Graduate Studies*
Jennifer Swann, *Professor, Biological Sciences, Chair of IAC*
S. David Wu, *Dean, P.C. Rossin College of Engineering and Applied Science*

EXTERNAL ADVISORY COMMITTEE (EAC)

Alice Gast, *EAC Committee Chair, President, Lehigh University*
Susan Carlson, *Vice Provost for Academic Personnel, University of California*
Jo Handelsman, *Professor, Molecular, Cellular, Developmental Biology, Yale University*
Jennifer Sheridan, *Director, WISELI, University of Wisconsin*
Karen Thole, *Head, Mechanical and Nuclear Engineering, Pennsylvania State University*

ADVANCE CHAIRS

Catherine Arrington, *Associate Professor, Psychology*
Mooi Choo Chuah, *Associate Professor, Computer Science and Engineering*
Jill Schneider, *Professor, Biological Sciences*
Susan Szczepanski, *Associate Professor, Mathematics*
Svetlana Tatic-Lucic, *Associate Professor, Electrical and Computer Engineering*

PROJECT DIRECTOR

Kristen Jellison
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M. Jean Russo
Lehigh University
Christine Pribbenow
University of Wisconsin

advance | ADVANCING WOMEN IN
SCIENCE & ENGINEERING
AT LEHIGH UNIVERSITY

**Building Community
Beyond Academic Departments**

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Lehigh ADVANCE: Goals

- Increase numbers of women STEM faculty through improved recruitment, retention, and climate.
- Support advancement of women STEM faculty to tenure, promotion, and leadership positions.
- Contribute to social science scholarship by examining interdisciplinarity as a strategy to achieve gender equity.
- Institutionalize successful policies and programs to promote cultural transformation of the University.
- Lead national dialogue on gender and interdisciplinarity in academia.



Over five years, Lehigh ADVANCE will harness the strengths of interdisciplinarity to enhance recruitment, retention, and advancement of women faculty in STEM at Lehigh.

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Lehigh ADVANCE: Initiatives

Build a WISE Community: Building a critical mass of Women in Science and Engineering (WISE) and reducing isolation by formal and informal gatherings. LU-WISE Network will grow regionally and support opportunities for collaborations crossing disciplines through an online database and face-to-face symposia.

Interdisciplinary Networking: Faculty may enroll to receive personalized mentoring networks to achieve individual goals, especially related to interdisciplinary teaching and research.

STEM Department Chair Dialogues: Department leaders are critical in fostering a climate supportive of all faculty. Department chairs and faculty will discuss strategies and resources that can help your unit successfully improve the atmosphere for women in STEM.

Recruitment: Lehigh ADVANCE and the Office of the Vice Provost for Academic Diversity provide faculty and departments seminars, resources, and support for recruiting new colleagues.

Retention and Promotion and Tenure: Policies and procedures will be reviewed so all faculty can thrive in an interdisciplinary environment.

Lehigh ADVANCE: Research

A MULTI-METHOD EXAMINATION OF THE GENDERING OF COLLABORATIVE AND INTERDISCIPLINARY RESEARCH

Gendering of Research Preferences, Activities, and Outcomes: Lehigh ADVANCE will shed light on the gendering of interdisciplinary and collaborative scholarship at Lehigh and peer institutions. Surveys and bibliometric methods will be used to investigate gendered preferences for, degree of involvement in, and productivity outcomes of collaborative and interdisciplinary research.

Gender and the Organization of Work: At Lehigh, ethnographic methods including in-depth interviews, focus groups, and observations will investigate how proximity, interaction, and meaning shape the gendered organization of work in interdisciplinary clusters.

This research will contribute to the knowledge base about whether involvement in interdisciplinary and collaborative research facilitates or impedes career success of STEM faculty, particularly women. Results will also inform Lehigh University policies and programs.

Lehigh ADVANCE: Opportunities

Recruitment Seminar Awards: Small grants for departments and interdisciplinary programs to invite promising women STEM scholars to give seminars and become familiar with Lehigh, thereby networking with candidates for future faculty positions.

Faculty Development Grants: Grants to help move from discussion of interdisciplinary collaboration to action that has an impact on STEM faculty careers. Funds can be used toward travel by Lehigh STEM faculty and visiting scholars to promote interdisciplinary collaboration or for tuition and travel assistance for Lehigh women STEM faculty to attend professional leadership programs.

Leadership Pilot Program: A mentored program for recently tenured associate professors; it provides funds and structure for engaging in opportunities toward achieving personal leadership aspirations on the way to full professor. Details and eligibility are online.

ADVANCE Chairs: Each year, two tenured Lehigh STEM women faculty will be appointed to serve on the ADVANCE Leadership Team to bring fresh ideas and help develop and participate in programs.

ADVANCE Advocates: Men across the University can be agents of change, supportive of all colleagues by promoting awareness of unconscious biases that confront colleagues and by being empowered to create a supportive climate. Contact Marci Levine to enroll as an ADVANCE Advocate and obtain more information about resources and programs available from Lehigh ADVANCE, the Office of the Vice Provost for Academic Diversity, and the Women's Studies Program.

