



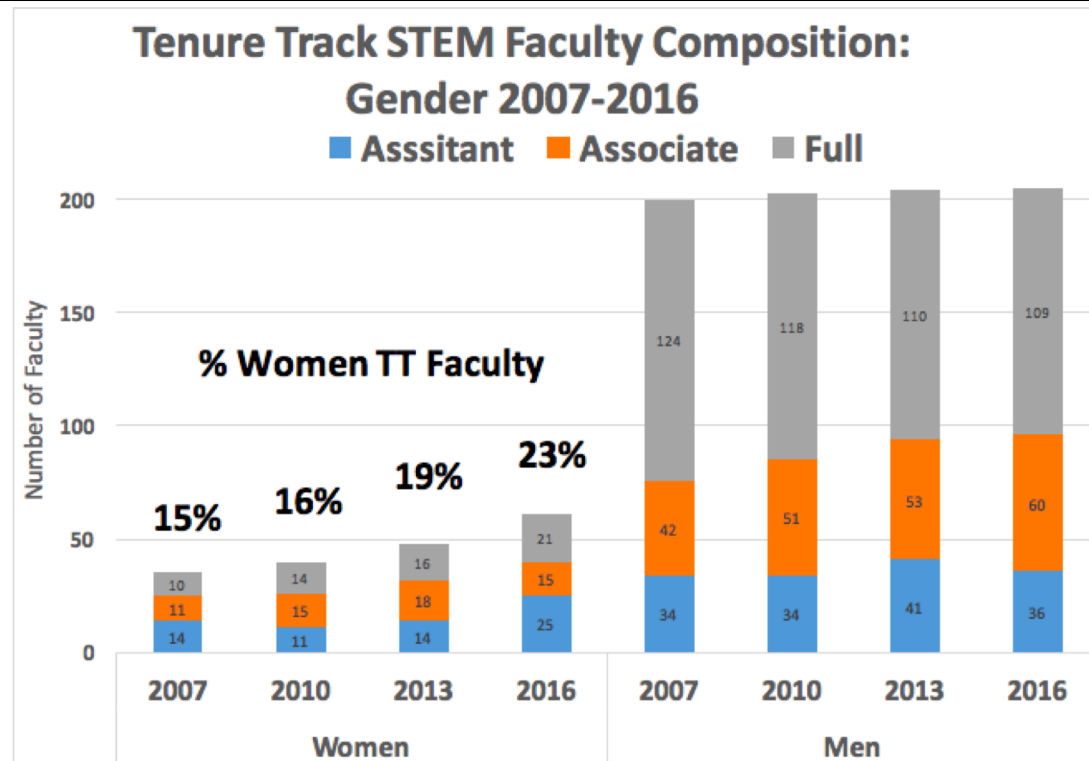
- **What is
ADVANCE at
Lehigh?**
- **How will you
engage with
ADVANCE?**

What is **advance** ?

ADVANCING WOMEN IN
SCIENCE & ENGINEERING
AT LEHIGH UNIVERSITY

2010-2016 NSF \$2.4M Institutional Transformation Grant

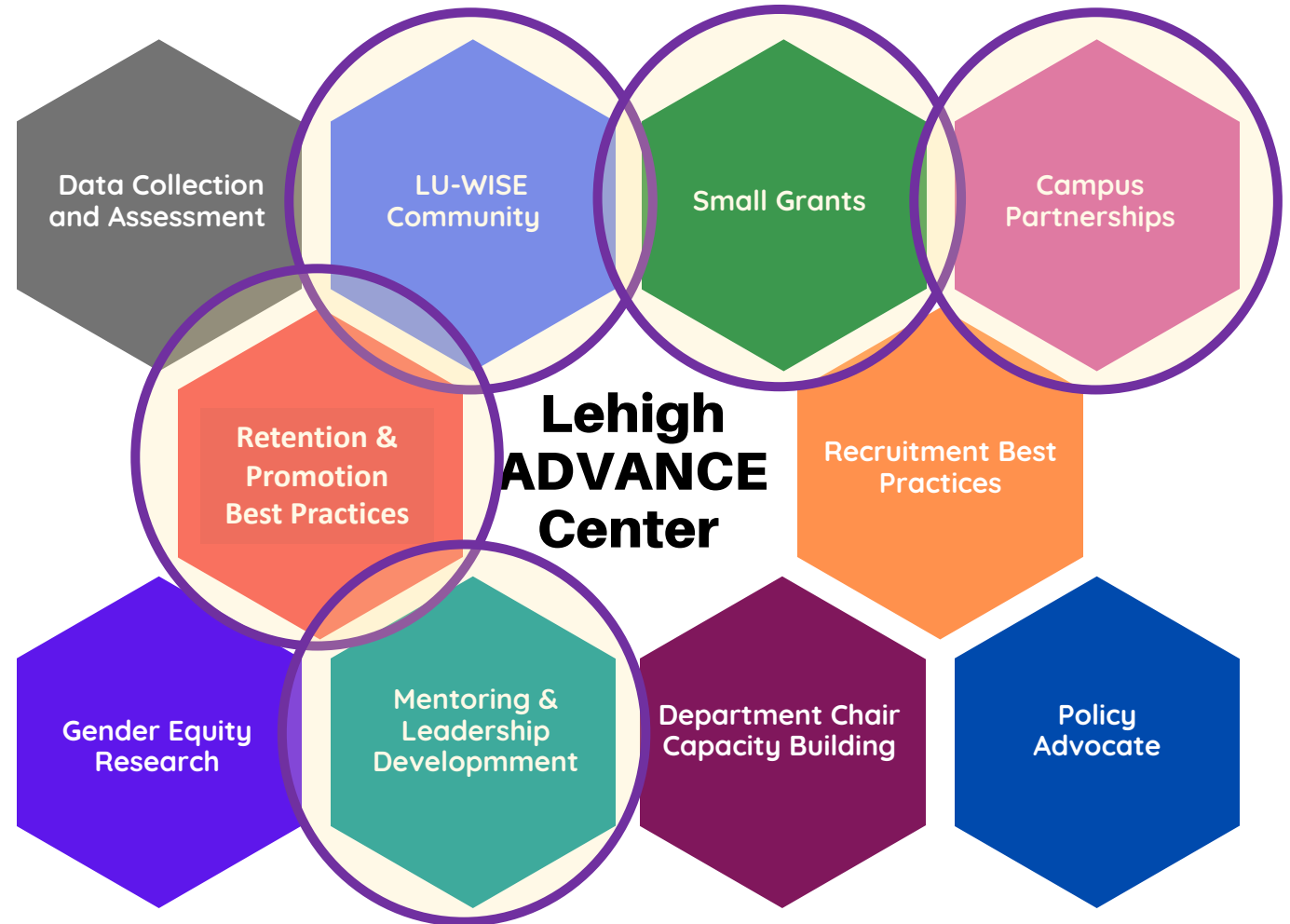
- Improve recruitment and retention of women STEM faculty
- Support career advancement of women STEM faculty
- Institutionalize successful policies and programs
- Engage national dialogue on gender and interdisciplinarity



- Increased number of STEM women TT faculty - women comprise 24.8% STEM Faculty (Nov. '18)
 - 45.6% Assistant Professors
 - 21.8% Associate Professors
 - 17.3% Full Professors
- Formed LU-WISE community
- Clarity of Tenure & Promotion Criteria Improving
- Improved Mentoring Programs & Perceptions
- Increased Knowledge of Gender Equity Issues & Solutions
- Launched Men Advocates & Allies
- Awarded Supplement to Enhance Dual Career Processes & Tracking; Created LINC

ADVANCE sustained within DPFA

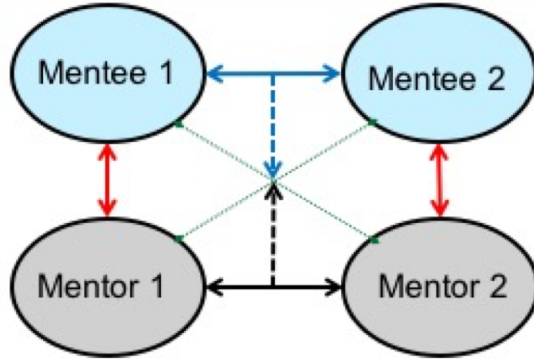
- Interlocking programs, capacity building, and guidance
- Source of evidence-based best practices (national network)
- Supports individual and group learning, equitable policy changes, and intersectional programming
- Informs decision makers
- Builds community
- Conducts research
- Sponsors small grants
- Celebrates success



Engage with ADVANCE

- Attend **programs**
 - Visit **website**: use toolkit items to inform your teaching, research, or service
 - Complete **surveys** to assess and improve programs, strengthen resources
-
- **Inclusive Culture and Climate**
 - **Implicit Bias and Bias Bystander Intervention**
 - **Men Allies & Advocates**
 - **Work-Life Balance**
 - **Addressing COVID-19 inequities**
 - **Supporting Women of Color in STEM**
 - **Writing Retreats, usually with Office of Research**
 - **Inclusive Excellence in Teaching**
 - **Leading Harassment Free Lab/Research Team**
 - **Service and Faculty Workloads**
 - **Transparent and Equitable Evaluation Criteria**

Engage with ADVANCE: Mentoring



- **Interdisciplinary Networking Committees (INC) Program**

- To provide helpful advice, develop relationships across campus
- To provide insight on career development and progress at Lehigh
- To complement existing college and department mentoring programs
- To consider and apply mentorship best practices

Each new faculty member will be matched with:

- Senior colleague within home department, related research interests
- Another new faculty member member, from the home or a different department
- Senior colleague, different department



- Claim your account from Lehigh institutional membership
- Core curriculum available on demand; watch in groups
- Accountability buddy
- Cultivate a writing practice
- Tools for external mentorship, productivity, work-life balance

Engage with ADVANCE: STEM Women

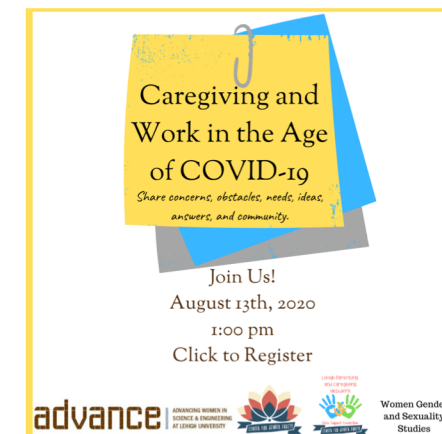
- Community of STEM Women Faculty (all ranks/roles, post-docs, visitors welcome!)
- Peer-Peer Mentoring
- Monthly LU-WISE topics and conversations (past examples)
 - Bias in Teaching Evaluations
 - Research Group Expectation Setting
 - Service and Faculty Workloads
 - Transparent and Equitable Evaluation Criteria
 - Work-Life Balance
 - Anti-racist resources for STEM
 - Addressing COVID-19 inequities
- ADVANCE Café - Drop In
- Writing Retreats

Engage with ADVANCE: Partnerships, Small Grants, Policy

- Joint speakers with departments, colleges
- Major Symposia (2018 'Service Summit')
- Events with ODI&E Centers
 - Center for Gender Equity
 - PRIDE Center
 - Office Multi Cultural Affairs (OMA)
- Graduate Education
- Small grants (\$750) for
 - Faculty Development/Leadership grants for historically underrepresented faculty
 - Diverse Voices: diversify STEM colloquia
 - Knowledge Builders: Invite a speaker about under representation in STEM
 - [Apply online](#)



EVENTS and News



- Past event: 8/13: 1pm, Caregiving, Work, COVID-19
- 8/20: 1pm LU-WISE with Deputy Provost Dr. Krasas (~monthly thereafter)
- TBA: INC Mentoring Schedule
- TBA: Writing Retreats 2020-2021
- January 2021: Inclusive Excellence in Teaching
- Major themes:
 - Intersectional, anti-racist work in STEM
 - Addressing COVID impacts
 - Celebrate 10 years of ADVANCE, 50 years undergraduate women
 - Research Roundtable
 - Status of STEM Women Events