• What is ADVANCE at Lehigh?

• How will you engage with ADVANCE?

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What is advance? 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, 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