This material is based upon work funded by NSF ADVANCE Institutional Transformation Award: #1008375. Opinions, findings, conclusions, or recommendations herein belong to the author(s), not necessarily the National Science Foundation.

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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.

**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.

**Provost Leadership Series:** Exploring what we know about faculty leadership through seminars and workshops focused on research and professional development issues across faculty careers.

**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 to promote connections with potential female candidates for future faculty positions. Lehigh ADVANCE can provide funds to departments and interdisciplinary programs to invite promising women STEM scholars to give seminars and become familiar with Lehigh. Details are online.

**Faculty Development Grants:** Small grants to help move from discussion of interdisciplinary collaboration and leadership in meetings and seminars 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. 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 and women 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.