

What it Takes to ADVANCE

***Positioning the University of West Florida as a
National Platform for Institutional Transformation***

Patrice McDermott
Vice Provost for Faculty Affairs
University of Maryland Baltimore County
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NSF ADVANCE

- **Program Goal:** Increase the representation and advancement of women at all levels in academic science and engineering careers, thereby developing a more diverse science and engineering workforce.
- **Program History:** Initiated at the National Science Foundation in 2001. As of 2014, over \$135M invested to support various ADVANCE projects at over 100 institutions of higher education in forty-one states, the District of Columbia, and Puerto Rico.
- **Program Approach:** Designed to develop and test potential high impact interventions that would produce **INSTITUTIONAL TRANSFORMATION**. In doing so, would create a **NATIONAL COMMUNITY** of institutions and researchers producing a **BODY OF KNOWLEDGE BASED ON THOSE INTERVENTIONS** that, over time, would change higher education in ways that would support women faculty and inclusive excellence.



Awards Mechanisms

- **Institutional Transformation Catalyst (IT-Catalyst)**

Planning grants to support basic work to prepare for transformation

- **Partnership in Adaptation, Implementation & Dissemination (PAID)**

Support for the use of **existing** innovative materials and practices

- **Institutional Transformation (IT)**

Comprehensive, **institution-wide**, projects to transform the culture of the institution

ADVANCE IT Awards

Cohorts 1-3 (The First Generation)



- Cohort 1 (2001) Hunter College, the City University of New York (NY)
University of Colorado, Boulder (CO)
Georgia Institute of Technology (GA)
University of Michigan, Ann Arbor (MI)
New Mexico State University (NM)
University of Puerto Rico, Humacao (PR)
University of California, Irvine (CA)
University of Washington (WA)
University of Wisconsin, Madison (WI)
- Cohort 2 (2003) Case Western Reserve University (OH)
University of Montana (MT)
Columbia University (NY)
University of Rhode Island (RI)
University of Alabama, Birmingham (AL)
University of Texas, El Paso (TX)
Kansas State University (KS)
Utah State University (UT)
University of Maryland, Baltimore County (MD)
Virginia Polytechnic Institute (VA)
- Cohort 3 (2005) Brown University (RI)
California State Polytechnic University, Pomona (CA)
Cornell University (NY)
Iowa State University (IA)
Rensselaer Polytechnic Institute (NY)
University of Arizona (AZ)
University of Illinois, Chicago (IL)
University of North Carolina, Charlotte (NC)
William Marsh Rice University (TX)

ADVANCE Interventions

Cohorts 1 - 3



National Science Foundation
WHERE DISCOVERIES BEGIN

	Initiative	# IT Awardees (n=26)
1	Recruitment/search strategies	15
2	Department climate change strategies	10
3	Mini grants/release time/ research support	9
4	Formal mentoring program	9
5	Professional development for faculty	9
6	Family friendly policies	7
7	Leadership training experience	6
8	Showcasing women scientists	6
9	Focus on women of color	5
10	Promoting dialogue w/ retreats, conferences	5
11	Support for department change	4
12	Networks for women scientists	3
13	Transitional support for crisis	3
14	Professional development for administrators	3
15	ADVANCE advocates “on the ground”	2
16	Support/recognition for senior women faculty	2
17	Awareness for equity in compensation/resources	2

ADVANCE Interventions



National Science Foundation
WHERE DISCOVERIES BEGIN

High Impact Targets for Change

- Institutional Structures and Policies
- Educational Awareness and Outreach
- Equitable Career Support
- Work- Life Support
- Empowerment Strategies
- Institutional Culture

ADVANCE Interventions



National Science Foundation
WHERE DISCOVERIES BEGIN

Expansion & Refinement of Targets for Change

Subsequent Targeted Areas for Change

Social Science Research Projects

Components focused on women of color

Components focused on specialized professional development

- Faculty acquisition of licenses, patents and technology transfer
- Development of international research collaborations

Expansion of types of institutions targeted for IT awards

- Regional
- Liberal arts
- HBCUs, HSI, Tribal Colleges

Discipline specific interventions

- Computer Science
- Computer Engineering

What it takes to ADVANCE



Institutional Readiness

UWF has demonstrated “readiness” through the success of its comprehensive PAID grant.

Institutional Case Study

UWF well positioned as an undergraduate regional comprehensive with an emerging research identity.

Innovative Research Contribution

Strengths-based departmental cultures study



- UMBC – University of Maryland Baltimore County
- One of three public research universities in USM
- Graduate: science, technology and public policy
- Undergraduate: honors liberal arts & sciences
- 409 full time T/TT faculty (188 STEM)
- 10,752 undergraduate students
- 3,087 graduate students
- \$405 million operating budget (27% state funded)
- \$75.2 million for research and grant

*We are a public research university known nationally for the quality of our **undergraduate experience** and the **success of our undergraduate and graduate minority achievement programs in science and engineering.***



What it takes to ADVANCE

“We need a Meyerhoffs for women faculty in STEM.”



UMBC and the Meyerhoff Scholars

Finding our mission
in our **history** and our **students**
or

How a majority white institution learned how to increase the success of minority students and used those lessons to support the success of all of our students.

UMBC *ADVANCE*

Model for Institutional Change

Transformational Leadership

- * Dean of the Graduate School – AGEP Promise
- * Dean of Undergraduate Studies – Meyerhoff Scholars, Marc U*Star
- Dean of Arts, Humanities and Social Sciences – Postdoctoral Diversity Fellows
- * Associate Dean of Arts, Humanities and Social Sciences – Work-Life Balance
- Dean of Natural and Mathematical Sciences – Emergent Faculty Diversity Fellows
- Assistant Dean of Natural and Mathematical Sciences – Inclusive STEM Education
- * Dean of Engineering and IT – Center for Women in Technology
- * Associate Dean of Engineering and IT – Implicit Bias Training
- * Vice Provost for Faculty Affairs – Faculty Diversity/Lead ADVANCE Co-PI
- Vice Provost for Academic Affairs – UMBC Diversity Committee

* UMBC ADVANCE Leadership Cohorts

UMBC *ADVANCE*

Model for Institutional Change

Change Catalysts



UMBC *ADVANCE*

Model for Institutional Change

Change Catalysts:

- *ADVANCE* Leadership Cohorts
- UMBC STRIDE
- *ADVANCE* Faculty Fellows

UMBC *ADVANCE*

Model for Institutional Change

Empowered Community

Women in Science & Engineering (WISE)

Black Faculty Council

Hispanic/Latino Faculty Association

LGBT Faculty/Staff Association

Women's Faculty Network

UMBC *ADVANCE*

Model for Institutional Change

Closing the loop:

Transformational Leadership

Change Agents

Empowered Community

Transformative Leadership

UMBC ADVANCE

From Margin to Center: Scaling Success

Our approach is to infuse support, mentoring and training into the fabric of the student and faculty experience at UMBC.

- Maximize Low Cost/High Impact Interventions: *Eminent Scholar Mentors*
- Normalize Interventions: *Family Support Plans*
- Track and Refine Interventions: *“On Ramps” to Full Professor*

UMBC *ADVANCE*

Model for Institutional Change

From Meyerhoffs to ADVANCE to Faculty Diversity

FACULTY HIRING:

- UMBC STRIDE

- Search Committee Implicit Bias Training

- Deans' Procedures for Enhancing Faculty Diversity for Active Searches

ATTRACTING FUTURE FACULTY:

- Postdoctoral Fellowships for Faculty Diversity - CAHSS

- Emerging Faculty Fellowship for Faculty Diversity – STEM

- Emerging Scholars Visits

- Faculty Field Networking

- National Outreach Activities (heighted UMBC national visibility like NPR Marketplace)

FOSTERING COMMUNITY AND NETWORKS OF SUPPORT

- Community-Based Faculty Groups

- Eminent Scholar Mentoring Program

- Faculty *ADVANCE*ment Workshops

- Faculty Family Support Plans

- On-Ramps* to Full Professor



***“SUCCESS IS NEVER
FINAL”***

