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UWF Faculty ADVANCE Program
Annual Project Report
9/1/2014 – 8/31/2015

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Accomplishments

What are the major goals of the project?

Goal 1: Fostering a Supportive and Inclusive Climate and Culture for Faculty Success

Goal 2: Establishing Recruitment and Retention Policies and Procedures to Enhance Diversity of Faculty

Goal 3: Providing Professional Development and Advancement of Women Faculty

What was accomplished under these goals (you must provide information for at least one of the 4 categories below)?

**Major Activities:**

**Goal 1: Fostering a Supportive and Inclusive Climate and Culture for Faculty Success:**
1) Climate/Culture Survey
2) Work-Life Effectiveness (WLE) Task Force
3) Faculty Luncheons
4) Workshops for Administrators

**Goal 2: Establishing Recruitment and Retention Policies and Procedures to Enhance Diversity of Faculty:**
1) Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Task Force
2) Faculty Career Networking and Proposal Development Awards
3) Mentoring Program
4) Distinguished Visiting Scholars Series

**Goal 3: Providing Professional Development and Advancement of Women Faculty:**
1) Professional Career Coaching Program
2) Professional and Leadership Development Workshops
3) Network of Research Scholars
4) Faculty Women in STEM Annual Showcase and Scholars Celebration
Specific Objectives:

Goal 1: Fostering a Supportive and Inclusive Climate and Culture for Faculty Success:
1) To recruit and retain women STEM faculty, with special attention to women of color;
2) To advance women STEM faculty through the tenure career path and administration positions by providing professional development and preparation for leadership; and
3) To promote the benefits and value of a diverse and quality faculty to the University leadership.

Goal 2: Establishing Recruitment and Retention Policies and Procedures to Enhance Diversity of Faculty:
1) To increase the diversity and quality of the applicant pool, with special attention to women of color;
2) To increase the number of women hired into STEM tenured/tenure-track faculty positions, with special attention to women of color; and
3) To retain women STEM faculty, with special attention to women of color.

Goal 3: Providing Professional Development and Advancement of Women Faculty:
1) To retain women STEM faculty, with special attention to women of color; and
2) To advance women STEM faculty through the tenure career path and administrative positions by providing professional development and preparation for leadership with an emphasis on building psychological capital of each woman faculty member.

Significant Results:

Goal 1: Fostering a Supportive and Inclusive Climate and Culture for Faculty Success:
1) Follow-up Climate/Culture Survey: The survey was distributed to all faculty and compared to 2012 baseline survey. Response rate was 55.2% (358 of 645 faculty), which included tenure-track and non-tenure earning respondents. The number of tenure-track faculty responding to the question of gender on the survey was 57 women and 75 men. The majority of tenure-track faculty identified their ethnicity as White (70.8%); however, there were a large number of respondents who failed to identify their ethnicity (16.7%). The response levels for the 2015 Culture Survey are commensurate with 2012 baseline data. A report is currently being prepared to disseminate to stakeholders in Fall of 2015.
2) Work-Life Effectiveness (WLE) Task Force: WLE prepared a draft tenure clock stop policy, based on best practices, which is currently being negotiated as part of proposed revisions to the Collective Bargaining Agreement. The resolution also recommended that the Provost’s Office work directly with WLE to facilitate policy implementation. In March 2015, the full Faculty Senate unanimously voted to support the resolution. A draft lactation policy based on best practices has
been developed, which should be accepted by the UWF Board of Trustees in Fall of 2015, and the first-ever lactation room available for faculty, staff, and student use has been opened in the UWF library. The taskforce continues to work on expanding availability of on-campus childcare facilities for faculty.

3) Faculty Luncheons: A total of 6 luncheons were held this academic year, three per semester. The luncheons provided information on ADVANCE activities and professional development opportunities. Based on faculty discussions, a luncheon focused on tenure and promotion was held, which was open to all tenure-earning women faculty in STEM and Health units.

4) Workshops for Administrators: Five workshops on best practices in recruiting, hiring, mentoring, and retaining a diverse workforce were hosted January 29-30 for Chairs, Deans, HR, Provost’s Office, ADVANCE and STRIDE teams, and OEDIA. Dr. JoAnn Moody, a faculty development and faculty diversity specialist, facilitated these workshops. Post-workshop feedback across all workshops and participants (N = 17) indicated that participants found the training useful (M = 5.29, SD = 1.84), were confident they could apply the information covered in the workshop (M = 5.26, SD = 1.58), and intended to use the information (M = 5.03, SD = 1.59). Items were rated on a 7-point agreement scale.

Goal 2: Establishing Recruitment and Retention Policies and Procedures to Enhance Diversity of Faculty:

1) STRIDE Task Force: The STRIDE Task Force accomplished several tasks that were identified as priorities in the STRIDE Task Force Findings Report, December, 2013. First, representation of women faculty and faculty members from underrepresented racial/ethnic groups (MUREG) in the 13 STEM departments were summarized and compared to those of Fall 2012. Analysis revealed relatively stable representation of women (33.7% of STEM faculty in 2012 and 35.2% of STEM faculty in 2014) and increased representation of MUREG STEM faculty (24.8% of STEM faculty in 2012 and 32.7% of STEM faculty in 2014). Second, a faculty diversity recruitment and hiring guidance document was developed in collaboration with Kristina Bauer in an effort to enhance diversity recruitment and hiring practices. The document was approved by the Provost and HR and disseminated to all faculty search committee members. An end of year assessment suggested that 94% of search committee members found the document somewhat or very helpful. Third, STRIDE developed and implemented a survey assessing perceived barriers and facilitators of efforts to apply for promotion to the rank of Full Professor. The survey was distributed to 60 Associate Professors and Full Professors in STEM and non-STEM departments. The results pointed to several institutional barriers, including administrative or service duties/demands, limited resources for professional development, and the demands of promotion dossier preparation.

2) Faculty Career Networking and Grant Proposal Development Awards: One proposal was recommended and funded by the UWF Office of Research and Sponsored Programs. This award supports the grant proposal development efforts of ADVANCE Scholars by providing funding for travel and related costs to work with external mentors, peers, and partners in the grant development process.
3) Mentoring Program: Twenty-two mentees participated in the mentoring program this year. Mentees were given the option to continue with their mentor from last year or work with a new mentor. The Mentoring Advisory Board convened in the fall to review mentoring program data and identify mentors for faculty as needed. Three mentoring newsletters were sent to faculty participating in the program that contained useful information relating to faculty development.

4) Distinguished Visiting Scholars Series: Two Distinguished Visiting Scholars (Dr. JoAnn Moody, Faculty Development and Diversity Consultant, and Dr. Jane Tucker, Consultant, COACh Program, University of Oregon) were hosted by two of the ADVANCE Scholars in the areas of psychology and biology with a total of 82 participants. Dr. JoAnn Moody hosted various workshops for faculty and administrators for enhancing faculty diversity and success. Dr. Jane Tucker hosted interactive workshops for faculty across colleges that focused on the importance of negotiation and successful negotiation techniques.

**Goal 3: Providing Professional Development and Advancement of Women Faculty:**

1) Professional Career Coaching Program: External professional coach and ADVANCE grant partner Dr. Joan Brannick coached three mid-career STEM faculty members. The process was revised slightly based on feedback from last year’s coaching recipients. Dr. Brannick reports that all three participants have been extremely committed to the coaching process and have made good progress on their plans. Coaching will continue through summer 2015.

2) Professional and Leadership Development (P&LD) Workshops: Four workshops were implemented on topics including “Grant Writing for External Funding of Scholarship” (27 participants), “Research Abroad” (15 participants), “Preparing for Tenure and Promotion” (44 participants), “Managing Difficult Conversations with Students, Faculty, Colleagues, and Staff” (18 participants), as well as a COACh Workshop “Effective Negotiation” (33 participants) hosted by Dr. Jane Tucker on effective negotiations. The COACh Program (http://coach.uoregon.edu) was launched by Dr. Geri Richmond, President of the American Association for the Advancement of Science (AAAS), to support the success of women in STEM. All workshops were open to ADVANCE Scholars and faculty across campus, and offered opportunities for professional development areas identified as priorities on the needs assessment survey.

3) Research Connections: A meeting was held in February to discuss common research interests and collaboration opportunities among faculty, identify support for research activities, including funding opportunities, grant writing, and evaluation, identify collaboration interests, and to create sub-groups for next steps. The ADVANCE Scholars and other UWF Faculty were invited. A total of 14 Scholars have Research Connections profiles and participate in the program.

4) Faculty Women in STEM Annual Showcase and Scholars Celebration: The 2015 ADVANCE Showcase theme was *Toward Institutional Transformation* and featured programs at UWF supporting diversity initiatives for faculty and students. Highlights of the UWF Faculty ADVANCE program were also presented. The Showcase was attended by administrators, faculty, staff and students. A Program book highlighting the accomplishments of the ADVANCE Scholars was distributed at the Showcase.
Key outcomes or other achievements:

The UWF Faculty ADVANCE Program received the 2015 Friend of Diversity Award from the UWF Office of Equity, Diversity and International Affairs.

The UWF Faculty ADVANCE Showcase Program featured accomplishments and research summaries for all ADVANCE Scholars. The Showcase was attended by administrators, faculty, staff and students.

One ADVANCE Scholar received a Faculty Career Networking Award, which facilitated external research collaborations. In addition, an ADVANCE Scholar Career Networking Award in 2014 enabled UWF to connect with Dr. McGuire, Louisiana State University, and consequently with the STEM Steering Committee. As a result, Dr. McGuire held a series of workshops in October 2014 for students, staff and faculty on how metacognition can increase student learning and engagement.

The UWF ADVANCE Climate and Culture Survey was distributed to all faculty. We had a 56% response rate and are currently preparing a report to disseminate to stakeholders in Fall of 2015.

The WLE Task Force was able to secure a private lactation room for nursing mothers, providing them with a safe and private place on campus to nurse their children. The room is centrally located on campus in the library, and is available for use by faculty, staff and students. It can be checked out for up to two hours at a time, as many times as needed.

In March of 2015, the full Faculty Senate unanimously voted to support the resolution. The policy is now under negotiation and we are offering support to administrative team members to assist in providing consultation. The new collective bargaining agreement will also extend benefits to same-sex partners, an issue that the majority of faculty supported in the 2012 Baseline Culture Survey.

The STRIDE Task Force produced written documents and reports for each of the three major activities embarked upon during the 2014-15 academic year. STEM faculty diversity representation is summarized in the 2014 Overview of UWF Faculty Diversity Data document and the Overview of UWF Faculty Diversity Data 2012-2014 Comparison document. Search committee guidance on recruitment and hiring for faculty diversity is summarized in The ‘DOs” of Recruitment and Hiring for Diversity document and evaluation of the guidance is summarized in the Summary of Assessment Findings document. The faculty promotion survey results are summarized in the Summary of Preliminary Findings of the 2015 UWF Faculty Promotion Survey document.

Fourteen ADVANCE Scholars have participated in the Research Connections Program and created web-based research profiles, and 55 UWF faculty have participated in the program overall. The program supports the research goals of ADVANCE Scholars through increased networking, collaborations with other faculty, and support for research activities.

The Mentoring Program results were presented at the UWF Faculty Research Showcase, ADVANCE/GSE Program Workshop and the Rocky Mountain Educational Research Association (RMERA) 2015 Conference.
What opportunities for training and professional development has the project provided?
The Professional and Leadership Development Workshops provided training and professional development for ADVANCE Scholars and faculty on several key topics that were identified as high priority on a survey administered to ADVANCE Scholars. These workshops were open to all UWF faculty and included the following topics: grant writing for external funding of scholarship, research abroad, preparing for tenure and promotion, effective negotiation (A COACH workshop), and managing difficult conversation with students, faculty, colleagues, and staff. Evaluations of the workshops were uniformly positive, ranging in average from 4 to 4.8 in a scale of 5 (5 being the most satisfactory).

The Workshops for Administrators facilitated discussions of best practices to enhance recruitment, hiring, mentoring, and retention of diverse faculty for department chairs, deans, and other administrators. Participants also learned about unconscious sources of bias and identified the new hire orientation process a key area of future development.

The Faculty Luncheons provided professional development to UWF faculty on topics including research, tenure and promotion.

The Professional Career Coaching Program provided professional development-related coaching to three ADVANCE Scholars.

The Career Networking and Grant Development Awards provided professional development opportunities for one ADVANCE Scholar, including support to visit other institutions and grant writing support.

The STRIDE Task Force developed guidelines on recruitment and hiring for faculty diversity entitled The "DOs" of Recruitment and Hiring for Diversity, which serves as a tool to assist faculty search committees in enhancing diversity recruitment and selection strategies within legal and institutional parameters. It represents one of very few campus-specific search committee tools available at UWF to inform the faculty search process at UWF, particularly with regard to diversity.

The Distinguished Visiting Scholars Series provided professional development for ADVANCE Scholars and UWF faculty via interactive workshops, meetings, and networking opportunities.

The Research Connections Program provided ADVANCE Scholars and faculty with training to identify appropriate grant proposal opportunities, develop grant proposals, develop student-centered research projects and collaborate with internal and external peers.

The Mentoring Program provided professional development for 22 ADVANCE Scholars.

How have the results been disseminated to communities of interest?
The results have been disseminated to several communities of interest through a variety of methods:

1. UWF administrators, faculty, staff and students via updates at meetings, including the President,
Provost, Chief Diversity Officer, Deans, Faculty Senate, Departments, and Office of Human Resources;

2. UWF ADVANCE Internal Steering Committee and External Advisory Board members via presentations at scheduled meetings throughout the year;

3. UWF community via a poster at the UWF Faculty Research Showcase;

4. UWF administrators, faculty, staff and students via an “ADVANCE Program Highlights” presentation at the 2015 UWF ADVANCE Showcase;

5. UWF and external community via regular updates on our ADVANCE website;

6. ADVANCE community via the UWF ADVANCE website and NSF Portal;

7. The Mentoring Program includes a three-member evaluation team and a pre and post assessment survey measure of the program. Data from the mentor-mentee pairs were received and analyzed statistically by the Project Evaluator. Results of the Mentoring Program were disseminated with ADVANCE stakeholders and community;

8. Results from the Mentoring Program surveys will be presented at the 2015 ADVANCE/GSE Program Workshop.

9. The STRIDE Task Force documents (i.e., 2014 Overview of UWF Faculty Diversity Data and Overview of UWF Faculty Diversity Data 2012-2014 Comparison; The “DOs” of Recruitment and Hiring for Diversity and Summary of Assessment Findings; and Summary of Preliminary Findings of the 2015 UWF Faculty Promotion Survey) have been distributed to key stakeholders such as the Office of the Provost and Human Resources, and have been posted to the STRIDE web page for campus-wide access by faculty and administration.

10. The WLE taskforce has prepared a report on taskforce activities that is available on the UWF Faculty ADVANCE WLE webpage for campus-wide access by faculty and administration.

What do you plan to do during the next reporting period to accomplish the goals?

The attached Year Four Program Evaluation Report describes plans to accomplish the goals for the next year.

The STRIDE Task Force will again review the recommendations made in the STRIDE Task Force Findings Report, December, 2013 to assess the status of implementation of recommendations for search committees and the University and develop goals and objectives to achieve recommendations that have not been met thus far.

NOTE: You may upload PDF files with images, tables, charts, or other graphics in support of the Accomplishments section. You may upload up to 4 PDF files with a maximum file size of 5 MB each.

1. NSF UWF Faculty ADVANCE Program: Year Four Program Evaluation Report
2. NSF UWF Faculty ADVANCE Program Year Four Evaluation Report Appendix A: Process and Implementation Measures
3. NSF UWF Faculty ADVANCE Program Year Four Evaluation Report Appendix B: Overview of UWF Faculty Diversity Data
4. 2015 NSF UWF Faculty ADVANCE Showcase Program
Products

Within the Products section, you can list any products resulting from your project during the specified reporting period, such as:

Journals:

Books:

Book Chapters:

Thesis/Dissertations:

Conference Papers and Presentations:


Other Publications:

*Overview of UWF Faculty Diversity Data, Fall, 2014*
Summarizes representation of women/MUREG faculty in STEM departments in 2014
STRIDE Task Force (Walch, S., Amin, R., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.)

*Overview of UWF Faculty Diversity Data 2012-2014 Comparison*
Compares representation of women/MUREG faculty in STEM departments from 2012 to 2014
STRIDE Task Force (Walch, S., Amin, R., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.)

*The DOs of Recruitment and Hiring for Diversity*
Provides guidance for conducting equitable faculty searches for search committee members
STRIDE Task Force (Walch, S., Amin, R., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.) and Bauer, K.

*The DOs of Recruitment and Hiring for Diversity: Summary of Assessment Findings*
Summarizes assessment data related to perceived utility of search committee guidance
Summary of Preliminary Findings of the 2015 UWF Faculty Promotion Survey

STRIDE Task Force (Walch, S., Amin, R., Bagui, S., Evans, S., Hawkins, R., Khabou, M., & Liu, J.) and Bauer, K.

Technologies or Techniques:

Patents:
Inventions:
Licenses:

Websites:

UWF ADVANCE Website http://uwf.edu/offices/advance/
2015 UWF ADVANCE Showcase http://uwf.edu/offices/advance/advance-showcase/2015/
UWF Mentoring Resources and Expert Hotline http://uwf.edu/offices/advance/mentoring/expert-hotline/
UWF Parent Association https://www.facebook.com/groups/UWFParentAssociation/

Other Products:

2015 UWF Faculty ADVANCE Climate and Culture Survey
2015 UWF Faculty ADVANCE Showcase Program
Proposed Tenure Clock Extension Policy and Resolution
Faculty Career Networking and Grant Proposal Development Awards: Call for proposals and review rubric
Distinguished Visiting Scholars Series: Call for Proposals
Mentoring Program Newsletters

NOTE: You may upload PDF files with images, tables, charts, or other graphics in support of the Products section. You may upload up to 4 PDF files with a maximum file size of 5 MB each.

1. ADVANCE Mentoring Program Poster – 2015 ADVANCE Workshop
2. The DOs of Recruitment and Hiring for Diversity
3. 2015 UWF Faculty ADVANCE Climate and Culture Survey
4. Summary of Preliminary Findings of the 2015 UWF Faculty Promotion Survey

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Participants

There are no limits on the number of participants you list for this section; however, you must list participants who have worked one person month or more for the project reporting period. You have the option of selecting “nothing to report” in this section. For Research Experience for Undergraduates (REU) sites and supplements, specific questions will be listed in this section. The online service will also ask for additional information on participants such as:

- What individuals have worked on the project?
- What organizations have been involved as partners?
- Have other collaborators or contacts been involved?

**What individuals have worked on the project?**

**Senior Personnel**

**Name:** El-Sheikh, Eman (Principal Investigator and Project Director)

**Nearest Person Month Worked** *(A person month equals approximately 160 hours of effort): 4*

**Funding Support:** NSF Award

**Contribution to Project:**

As part of her regular faculty duties, Dr. El-Sheikh served as PI, Project Director, Chair of the Internal Steering Committee, and Chair of the External Advisory Board. She provided overall project coordination, including annual work plan, budget, personnel, team meetings, web site, reporting, and dissemination. She also provided project management for the Distinguished Visiting Scholars Program, Network of Research Scholars, and Professional Coaching Program, and contributed to the other ADVANCE Program activities.

**Name:** Vaughan, Pamela (Co-Investigator)

**Nearest Person Month Worked** *(A person month equals approximately 160 hours of effort): 2*

**Funding Support:** NSF Award

**Contribution to Project:**

As part of her regular faculty duties, Dr. Vaughan provided project management for Faculty Luncheons, the Annual ADVANCE Showcase, and the Mentoring Program. She served on the Internal Steering Committee and assisted with the External Advisory Board. She assisted with disseminating materials and information and contributed to the following activities: training modules for administrators and participants, professional coaching program, faculty networking awards, and distinguished visiting scholars program.
Name: Walch, Susan (Co-Investigator)

Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 1

Funding Support: NSF Award

Contribution to Project:

As part of her regular faculty duties during her sabbatical leave, Dr. Walch chaired the STRIDE Task Force. She also served on Internal Steering Committee. She helped disseminate materials and information and participated in the following activities: training workshops for administrators, External Advisory Board, faculty luncheons, and the Annual Conference and Scholars Celebration.

Name: Schneider, Sherry (Co-Investigator)

Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 1

Funding Support: NSF Award

Contribution to Project:

As part of her regular faculty duties, Dr. Schneider provided project management, data analysis and report writing for the climate/culture survey, and co-chaired the Work-Life Effectiveness (WLE) Task Force. She also served on the ADVANCE Internal Steering Committee, and contributed to the following activities: faculty luncheons, COACH Workshop, Best Practices for Diversity Workshop, and the Annual Conference and Scholars Celebration.

Name: Chung, Hui-Min (Co-Investigator)

Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 2

Funding Support: NSF Award

Contribution to Project:

As part of her regular faculty duties, Dr. Chung provided project management for the Professional and Leadership Development Workshops. Working together with the Center for University of Teaching and Learning (CUTLA), Dr. Chung co-facilitated discussions of “Grant Writing for External Funding of Scholarship”, “Research Abroad”, “Preparing for Tenure and Promotion”, “Managing Difficult Conversations with Students, Faculty, Colleagues, and Staff”. She organized COACh Workshop “Effective Negotiation” hosted by Dr. Jane Tucker on effective negotiations. In addition, she worked with Research and Sponsor Program (RSP) for Career Networking and Proposal Development Awards. She also served on the ADVANCE Internal Steering Committee, assisted with the External Advisory Board, Distinguished Visiting Scholars Program, disseminated materials and information; and contributed to the following activities: Mentoring Program, faculty luncheons, and the Annual Conference and Scholars Celebration.
Name: Thompson, Carla (Program Evaluator)
Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 2
Funding Support: NSF Award
Contribution to Project:

Dr. Thompson as Director of the Community Outreach Research and Learning (CORAL) Center is conducting the external program evaluation for the UWF ADVANCE Program. She is completing this work as part of her regular duties as Director.

Name: Bauer, Kristina (Consultant)
Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 2
Funding Support: UWF matching funds
Contribution to Project:

Dr. Bauer provided project management for the diversity training workshops for administrators. In collaboration with the ADVANCE team, she organized the series of five workshops on best practices for diversity recruiting, hiring, mentoring, and retention. Dr. Bauer oversaw and coordinated Dr. JoAnn Moody’s travel to the workshops. Additionally, she collaborated with the STRIDE taskforce, Human Resources, and the Provost’s Office on the creation and dissemination of The ‘DOs’ of Recruitment and Hiring for Diversity document.

Graduate Student
Name: Kantaras, Irina
Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 6
Funding Support: NSF Award
Contribution to Project:

Irina provided administrative support and project management throughout the academic year. She managed the ADVANCE office, public website, internal archiving site, scheduled numerous meetings, prepped for meetings and events, assisted with the Annual Showcase and Scholars Celebration, as well as organized work plans, and materials for ADVANCE activities and meetings. She provided assistance to the ADVANCE investigators on the various ADVANCE activities. She also assisted with the travel arrangements for the Distinguished Visiting Scholars workshop facilitators.

Graduate Student
Name: Howard, Maureen
Nearest Person Month Worked (A person month equals approximately 160 hours of effort): 3
Funding Support: UWF matching funds

Contribution to Project:
Maureen provided support for the project evaluation and assisted Dr. Carla Thompson with the evaluation activities and report.

What other organizations have been involved as partners?
The online service will also ask you for additional information such as:

- Type of Partner Organization
- Name
- Location
- Partner’s contribution to the project

1) The ASTA Group, LLC - Pensacola, FL (Commercial Firm)
The ASTA Group administered and collected data for the faculty culture survey.

2) Brannick HR Connections - Tampa, FL (Commercial Firm)
Dr. Joan Brannick, President of Brannick HR Connections, is an organizational psychologist that consults, writes, and speaks on employee selection, development and engagement issues. She is the Professional Career Coach for the UWF Faculty ADVANCE program.

Have other collaborators or contacts been involved?  Yes  No

UWF President’s Office

UWF Provost’s Office

UWF College of Science, Engineering, and Health

UWF College of Education and Professional Studies

UWF Research and Sponsored Programs

UWF Research Connections Program

UWF Office of Equity, Diversity and International Affairs
UWF Office of Human Resources

UWF Office of Diversity and International Education and Programs

UWF Center for University Teaching, Learning, and Assessment

UWF Center for Applied Psychology

UWF Office of Undergraduate Research

UWF Women’s Studies Program

UWF Community Outreach Research and Learning Center
Impacts

What is the impact on the development of the principal discipline(s) of the project?
Focusing on STEM disciplines, this project enhanced networking, collaboration and knowledge sharing among the disciplines represented by the participants, including collaboration among the various sciences. Year three descriptive results provide some initial indicators that the project will likely improve the knowledge and skills of the participants in support of participants’ professional development goals and the overall project goals. The project will likely improve the positive psychological capital of the participants.

What is the impact on other disciplines?
The project brought together several STEM and diversity related UWF activities for the ADVANCE Annual Showcase that was open to the public and well attended by campus leaders, faculty, staff, students and community partners. This year’s theme was Toward Institutional Transformation. The program recognized the scholarly contributions of women faculty in STEM disciplines, and enhanced awareness of the importance of faculty and student diversity. Participants included faculty, administrators and students from a variety of STEM and non-STEM disciplines, which enhanced awareness of women in STEM and diversity issues.

What is the impact on the development of human resources?
Although representation of women STEM faculty has remained level between 2012-13 and 2014-15, we have seen an increase in representation of MUREG STEM faculty (from one quarter of STEM faculty to one third of STEM faculty).

Administrator Training Workshops: Attendees at the administrator training workshops noted that they will advertise postings to a more diverse applicant pool and be consciously aware of implicit biases. This increased awareness will result in a more diverse workforce and better retention of MUREG faculty across the university.

What is the impact on physical resources that form infrastructure?
The WLE Task Force was able to secure a private lactation room for nursing mothers, providing them with a safe and private place on campus to nurse their children. The room is centrally located on campus in the library. While the ADVANCE Grant is oriented towards tenure-track faculty, the lactation facility is open to all students, faculty, and staff, which has heightened the visibility of the ADVANCE Program on campus.
What is the impact on institutional resources that form infrastructure?

Year four descriptive results provide some initial indicators that the project will likely result in enhanced recruitment and retention policies to improve diversity and excellence. The new faculty collective bargaining agreement is likely to include a faculty tenure-clock stop policy and benefits for domestic partners, both priorities identified by the baseline faculty culture survey and pursued by the WLE taskforce.

What is the impact on information resources that form infrastructure?

The project resulted in the development of several web-based information resources to enhance infrastructure:

a. The ADVANCE web site to disseminate information about the ADVANCE Program and a variety of resources.
b. The Work-Life A-Z Guide to provide resources for faculty, staff and students.
c. The Work-Life “Did you know?” Guide to disseminate helpful work-life information to the UWF community.
d. The ADVANCE Mentoring web site, including the Expert Hotline to help faculty identify other faculty with expertise in various areas who can provide mentoring assistance.
e. The UWF ADVANCE Showcase web site to provide a central hub for all Scholars Celebration events, including the ADVANCE Annual Showcase, Women’s Studies Conference, Student Scholars Symposium and Faculty Research Showcase.
f. Guidelines for enhancing diversity recruitment and selection processes have been developed and received well by search committee members. Enhanced search processes should enhance diversity representation among the faculty in STEM departments (and non-STEM departments).
g. The WLE taskforce has served as a source of expertise and best practice on work-life policies for Human Resources, the Faculty Senate, the faculty union bargaining team, and the Provost’s office.

What is the impact on technology transfer?

Nothing to report

What is the impact on society beyond science and technology?

Year four descriptive results provide some initial indicators that the project will likely improve public knowledge and attitudes related to important issues for women faculty in STEM and diversity. The project will likely improve practices, policies and decision making related to the recruitment, retention and advancement of women faculty in STEM disciplines.
Changes / Problems

If not previously reported in writing to the agency through other mechanisms, provide the following additional information or state, "Nothing to Report", if applicable.

**Changes in approach and reason for change:**
Nothing to Report

**Actual or Anticipated problems or delays and actions or plans to resolve them:**
Nothing to Report

**Changes that have a significant impact on expenditures:**
Nothing to Report

**Significant changes in use or care of human subjects:**
Nothing to Report

**Significant changes in use or care of vertebrate animals:**
Nothing to Report

**Significant changes in use or care of biohazards:**
Nothing to Report
Special Requirements

This report section is only available when Special Requirements are specifically noted in the solicitation and approved by the Office of Management and Budget.

Not applicable.

NOTE: You may upload PDF files in support of the Special Requirements section. You may upload PDF files with a maximum file size of 10 MB each. There is no limit to the number of files uploaded.