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ADVANCE-Nebraska E-News

Advancing Women, Advancing STEM

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Observations from the ADVANCE-Nebraska External Evaluator

Ann E. Austin, Professor of Higher, Adult, and Lifelong Education, Michigan State University and External Evaluator for the ADVANCE-Nebraska Grant

While the weather at the start of last week was still wintry, the welcome I received during my visit to UNL was as warm and welcoming as a spring day. As the External Evaluator for ADVANCE-Nebraska, I have been visiting the university periodically over the past five years to interact with leaders of the project, offer ideas and suggestions about programs and initiatives, provide feedback on progress, and work with the project's Internal Evaluation Team. Last week's visit was focused on evaluating the overall progress of the project and the impact and outcomes of ADVANCE-Nebraska. I also had the opportunity to talk with many administrators and faculty members about the kinds of "next steps," as NSF funding concludes, that will build on the accomplishments of ADVANCE-Nebraska and contribute to the overall goals of the ADVANCE project to support the recruitment and success

of women faculty in service to the excellence and quality of the university. I enjoyed the opportunity to talk with colleagues who serve in diverse roles and are situated across the university's organizational units.

Throughout the visit, I heard many examples of the ways in which ADVANCE-Nebraska has helped deepen and expand a sense of awareness on campus of the ways in which diversity contributes to excellence. Conversations often highlighted the usefulness of the materials, training, and "Best Practices" that ADVANCE has provided to faculty, administrators, and search committees, the deeper understanding among many colleagues across campus of the meaning and impact of "implicit bias," and the importance of the attention that has been directed to "dual career" opportunities. This newsletter—and the ways in which it has been important in both practical and symbolic ways--also came up in conversations as an important contribution of the ADVANCE project.

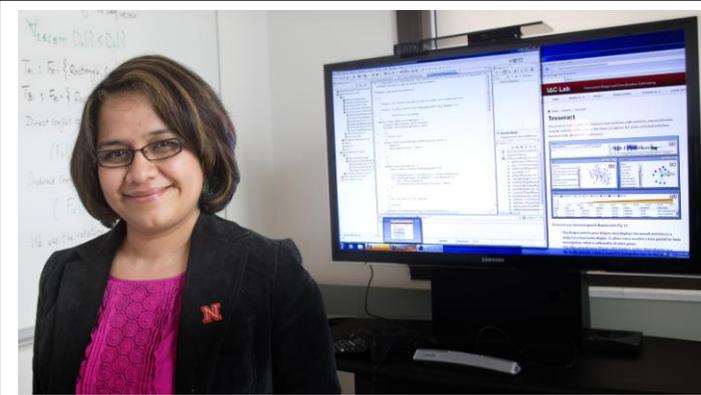


Ann E. Austin. Photo from <http://www.cirtl.net/forum2011/speakers>.

Some respondents also mentioned their appreciation for the data about recruitment and retention patterns produced by ADVANCE researchers that helped them reflect on the situation, challenges, and opportunities for their own units and the university.

Over the coming months, I will be analyzing the data I collected from many interviews, as well as reviewing key findings from the work of the Project's excellent Internal Evaluation Team. The report I produce will also offer ideas that emerged from the conversations and in my analysis for possible "next steps" as the university continues its commitment to supporting an excellent and diverse faculty.

Anita Sarma wins NSF Faculty Early Career Development Program Award



Anita Sarma. Photo from UNL Today. Taken by Craig Chandler, University Communications)



The National Science Foundation (NSF) Faculty Early Career Development (CAREER) Program offers the foundation's most prestigious award for pre-tenure faculty. CAREER awards provide up to five years of funding to enable faculty to develop careers as outstanding teacher-scholars. To help UNL applicants develop competitive applications to the CAREER program, the Office of Research and Economic Development will host a seminar entitled:

How to Write a Competitive CAREER Proposal

This two-hour seminar, followed by lunch, will cover topics such as:

- how to decide when and if it's the right time to apply for a CAREER award;
- how to position yourself and your research to be competitive for a CAREER award;
- how to structure your proposal;
- how to develop an educational plan;
- keys to success and common mistakes to avoid;
- a step-by-step discussion of each section of the proposal and what it needs to tell reviewers;
- a mock review exercise to demonstrate the importance of grantsmanship in engaging reviewers;
- questions and answers.

Advance registration is required. To register or for more information, go to <http://go.unl.edu/hut>. The event includes breakfast and lunch.

From Today @ UNL

Developing today's complex computer software can involve thousands of people working — sometimes at cross purposes — in numerous countries. Resolving inevitable glitches is expensive and time-consuming, but a UNL computer scientist thinks she can help programmers work more efficiently. Anita Sarma, assistant professor of computer science and engineering, recently earned a five-year, \$500,000 Faculty Early Career Development Program Award from the National Science Foundation to develop

her software solution. The CAREER awards support pre-tenure faculty who exemplify the role of teacher-scholars through outstanding research, excellent education and the integration of education and research.

[Read the full story.](#)

[Learn how to apply for a National Science Foundation \(NSF\) Faculty Early Career Development Program Award.](#)



The Center for Great Plains Studies announces its annual application period to become Great Plains Graduate Fellows

The Center for Great Plains Studies invites applications for Great Plains Graduate Fellows. Any student enrolled in a doctoral program or a terminal-degree master's program in a Great Plains-related discipline on any University of Nebraska campus is eligible. All nominations must be received at the Center by 5:00 PM on April 17.

[Click here to visit the Center for Great Plains Studies and learn more.](#)



UNL Professor of Animal Science Sheila Purdum shows off a few of her research subjects on East Campus Thursday, March 28, 2013. Photo by Eric Gregory. Reprinted with permission of the Journal Star Librarian Tammi Peterman.

ADVANCE-Nebraska Faculty Committee Member Sheila Purdum Featured in a Recent *Lincoln Journal Star* article!

April 01, 2013

By ART HOVEY / *Lincoln Journal Star*

Reprinted with permission of the *Journal Star* Librarian Tammi Peterman.

In a state where cows trump chickens, faculty research at the University of Nebraska-Lincoln is tilted decidedly toward solving the mysteries of cud-chewing critters.

Sheila Purdum calls herself “the one stop for everything poultry” at the university, but back in 1999 it was her steady attention to feeding flaxseed to laying hens that led to a patented feeding process and the marketing of Omega 3 eggs.

[Read the full article in the *Lincoln Journal Star*.](#)

Thank you
Nancy F.
Myers,
Director, UNL
[Organization
Development](#),
for alerting the
ADVANCE-
Nebraska
E-News Staff
to this
wonderful
article!

Write in May with ADVANCE-Nebraska!

Eliminate Roadblocks to Productivity on May 7 with Faculty Development Coach Kerry Ann Rockquemore



*9:00 am - 12:00 pm
Writing Your Next Chapter:
Midcareer Faculty
City Union Regency Suite*

*1:30 - 4:30 pm
Getting What You Need: Junior
Faculty
East Campus Arbor Suite*

Dr. Kerry Ann Rockquemore, PhD is President of the [National Center for Faculty Development & Diversity](#). Her scholarship has focused on interracial families, biracial identity, and the politics of racial categorization. She is author of two important books: [Beyond Black](#) and [Raising Biracial Children](#), as well as over two dozen articles and book chapters on multiracial youth. [more...](#)

RESERVE SPACE NOW in both events @ advance2@unl.edu.

**ADVANCE-Nebraska's
ANNUAL WRITING
RETREAT @ the Law
Library**

*Monday, May 13 - Friday,
May 17, 2013*

Learn more about Kerry Ann Rockquemore at the [National Center for Faculty Development & Diversity](#). "This month's feature newsletter article describes [How To Overcome Perfectionist-Driven Procrastination](#). I'll be offering a special 4-week course on [Academic Entrepreneurship](#), and our next guest expert workshop focuses on [How to Develop a Faculty Writing Group at a Teaching-Intensive University](#). We also invite you to connect with an [accountability partner](#) and/or make plans for a [summer writing retreat](#). And if you're considering an NCFDD Institutional Membership for your campus, you can learn how it works in our membership spotlight on the [University of Delaware](#)."

University of Venus: Gendered Innovations: Sparking New Ideas



Photo from [Londa Schiebinger's website](http://www.stanford.edu/dept/HPS/schiebinger.html).
<http://www.stanford.edu/dept/HPS/schiebinger.html>

*Londa Schiebinger is a
UNL Alum.*

From *INSIDE HIGHER ED*
 March 29, 2013 - 5:00am
 By [Londa Schiebinger](#)

What happens when you bring together sixty scientists, engineers, medical researchers, and gender experts in a series of international, collaborative workshops?

You get something radically new. That's the goal of Gendered Innovations. A Stanford startup, Gendered Innovations in Science, Health & Medicine, Engineering, and Environment adds value to science, medicine, and technology by deploying methods of sex and gender analysis.

Nowhere in U.S. engineering, science, or medical curricula are methods of gender analysis taught systematically to future researchers. This can produce costly and wasteful bias. For example, between 1997 and 2000, 10 drugs were withdrawn from the U.S. market because of life-threatening health effects. Eight of these posed greater health risks for women than for men. This is costly in terms of suffering and death, and in terms of economics. How can researchers avoid these mistakes and design the best research possible from the start?

[Read the full article](#)

Richard Branson on Sheryl Sandberg, 'Leaning In,' and Balanced Workplaces

From Entrepreneur
 By Richard Branson
 March 25, 2013

[UNL's Work-Life Policies](#)

Reading Lean In, Sandberg's personal story of how she struggled to balance family and work as she advanced in her career, reminded me how essential flexibility in the workplace is when you're raising a family (I am father to two children who are now grown -- Holly and Sam). At the Virgin Group, we're committed to making sure that our female employees have the tools they need to succeed, and that's one of the reasons why Virgin America has taken part in activities arranged by the nonprofit group LeanIn.org, which was established with the mission of "offering women the ongoing inspiration and support to help them achieve their goals."

Whether you're launching a startup or helping to grow an established company, finding solutions tailored to your group's needs will help you to build a happy, creative, dedicated team. Here are three suggestions that will help you to design more effective policies:

[Read the full article.](#)

**Gendered
Innovations** in Science,
Health & Medicine,
Engineering, and
Environment

[Visit the Gendered Innovations website.](#)

SWE Remembers Yvonne Brill



The New Jersey SWE has created [a place on their page](#) where people can honor Yvonne Brill with their memories. This picture of Yvonne at the SWE picnic was posted by [Stephanie Elgar](#).

"Yvonne started informally mentoring me and reaching out to me when I first joined SWE NJ in 2006. She greatly impressed me with all her accomplishments, her drive, her ambition, and even in her 80s her commitment to attending SWE events. I talked about her to everyone I knew and I strive to be as much like her as I can be... I feel so honored that she finished writing my Distinguished New Engineer Award recommendation one week before she passed. I hope if I win she is looking down upon us and smiling that even in the last week of her life she was doing so much to help women succeed in engineering!"
Carrie Baluster

[Click here to read an analysis of the New York Times Obituary in Scientific American.](#)

[Read a parody of the New York Times obituary!](#)

[Apply The Finkbeiner Test to writing about women scientists!](#)

The New York Times Misstep:

"She made a mean beef stroganoff, followed her husband from job to job and took eight years off from work to raise three children. 'The world's best mom,' her son Matthew said."



Photo source: [Walter P. Reuther Library](#) / via: [reuther.wayne.edu](#)

Yvonne Brill and incoming President Ada Pressman listen to a speaker at the 1979 Society of Women Engineers National Convention (Conference) in San Francisco, California.