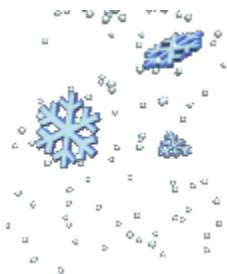


ADVANCE E-NEWS VOL. 1, NO. 4, 4 DECEMBER 2008



Please feel free to forward, opt out, or provide feedback via email to: advance2@unl.edu.

Please forward any items (announcements, new or classic papers, funding and job opportunities) to advance2@unl.edu.

A. Announcements

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2. **Family Medical Leave Act being revised**



A. Announcements

1. **Thanks to Dr. Anne Vidaver and to everyone who came to lunch and shared Dr. Vidaver's story!**

We had over 60 people share lunch with us, including students, graduate students, faculty, staff and administrators. Thanks to everyone for coming! We heard that folks enjoyed gathering together and discovering all the great people on campus working in the same direction. We have so many great women on campus to showcase, we would like to organize brown-bag luncheons on a more frequent basis than the free-lunch luncheons budgeted in the ADVANCE-NE grant.

Stay tuned as we finalize plans for an external speaker for next semester, and note #3 in the announcements below: please feel free to nominate a great woman you'd like to see speak at our luncheon series.

2. **Announcing ADVANCE-NE Showcase Visits**

ADVANCE-NE invites target STEM departments to apply for funds to bring female scholars to campus as speakers whom they feel have the potential to be future candidates for openings in STEM fields and whom they would like to introduce to our campus. Funds are intended to support a visitor who gives a talk within the sponsoring department, preferably in a seminar or colloquium

series. We encourage a department or team within a department to nominate possible visitors and provide us information about each nominee. Application forms for this visitor program will be available on our website: <http://advance.unl.edu/>, but for now, just email advance2@unl.edu or call Mary Anne Holmes at 2-5211. ADVANCE-NE will pay travel expenses for the visit up to \$2,000.

3. Keep the Speaker Series Rolling!

ADVANCE-NE Luncheon Series: Models of Success

ADVANCE-NE invites the faculty of target STEM departments to propose names of high profile women in your discipline to visit UNL to give two talks: one in the discipline (e.g., as part of your colloquium or seminar series) and the other at an ADVANCE-funded informal luncheon, at which the speaker will share her path to a successful career in academia. Graduate students and faculty are welcome to attend the luncheons (first come, first served a free lunch!).

The luncheons will serve two purposes: 1) to provide early career women with concrete models who have successfully navigated an academic career (and perhaps balanced children, a partner, family care), and 2) provide STEM faculty an opportunity to network with one another, and perhaps for earlier-career faculty to find a mentor among more advanced faculty.

We will accept nominations for speakers who are on the faculty at UNL as well as from another institution. ADVANCE-NE will pay travel expenses for external speakers. We will give preference to women faculty at a more advance stage of their careers (Associate and Full Professors).

Please call (Jill at 2-3304) or email (advance2@unl.edu) by **December 10** for the Spring '09 series. We will provide another call for the Fall '09-Spring '10 during Spring semester '09.

4. First Advance-NE Professional Development Workshop March 13 w/COACH

First Advance-NE Professional Development Workshop March 13 w/COACH: *Includes "Negotiations"*

Mark Your Calendars: Friday 13 March: **COACH** (<http://coach.uoregon.edu/index.html>) was formed in 1998 by a group of senior women faculty in the chemical sciences with a common concern about the gender-based obstacles women scientists face in trying to attain their career goals.

The workshops will be: The Art of Strategic Performance (a.m.) and Strategies for Leading Change (p.m.) by Lee Warren, Associate Director of the Derek Bok Center for Teaching and Learning at Harvard University (<http://bokcenter.harvard.edu>), and Nancy Houfek, Head of Voice & Speech for the American Repertory Theatre (<http://www.amrep.org/iatt/houfek.html>) at Harvard University.

These workshops are **worth your finding a substitute for your classes that day!!** More info is available on our website, <http://advance.unl.edu>.



B. New Papers on Work-Life Balance, Gender Equity, The Pipeline

1. From The Chronicle of Higher Education: **Do Babies Matter in Science?** By Mary Ann Mason. Mason, former Dean of the Graduate Division at Berkeley, professor and co-director of the Berkeley Center on Health, Economic and Family Security and author of *Mothers on the Fast Track* (Oxford University Press), proposes that new research into subtle discrimination against mothers attempting to pursue science careers follow the career paths of PhDs in STEM fields to determine "the baby gap". Mason and co-workers demonstrated such a gap for all faculty: 70% of male faculty are married with children; only 44% of female faculty are. They further demonstrated that men who have babies arrive in the family before completing the PhD are 24% more likely to have achieved tenure than women who have the babies before completing a PhD.

<http://chronicle.com/jobs/news/2008/10/2008101701c.htm>

2. Mason has another piece in the Chronicle of Higher Ed, 21 November, on female graduate students' planning to freeze their eggs until after tenure to avoid the pitfalls of decreased fertility by tenure time (the dilemma of the overlap of the biological clock with the tenure clock). Her conclusion: bad idea. <http://chronicle.com/jobs/news/2008/11/2008112101c.htm>

3. Increase in multi-University collaborations reported in *Science*, 21 November. The authors examined over 4 million papers and found that collaborations of scientists from several universities, with at least one partner coming from a top-tier university, are the fastest-growing types of papers and generate the highest impact factors. Although Long (1992, *Social Forces*, Vol. 71, No. 1, pp. 159-178) found no differences in rates of collaboration on publications between men and women in biochemistry, women cite difficulties in forming collaborations, breaking into already-formed networks (e.g., Stewart et al., 2007, *Transforming Science and Engineering, Advancing Academic Women*). Stay tuned for a workshop by ADVANCE-NE on networking.

<http://www.sciencemag.org/cgi/content/short/322/5905/1259>

4. A milestone we can live without: Women close a global gender gap by now comprising 60% of the world's poor:

<http://www.womensenews.org/article.cfm?aid=3823>



C. Funding Opportunities (these arrived in the office via the national ADVANCE listserv)

1. From NSF: Please be advised that the **PIRE** program announcement has been published. It is NSF 09-505, and can be found on the PIRE webpage:

http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=12819

The Partnerships for International Research and Education (PIRE) enables U.S. scientists and engineers to establish collaborative relationships with international colleagues in order to advance new knowledge and discoveries at the frontiers of science and engineering and to promote the development of a diverse, globally-engaged U.S. scientific and engineering workforce.

PIRE Program Director, Libby Lyons is available to answer questions (elyons@nsf.gov or 703-292-7256). There will be a few webinars on PIRE, see the web site for announcements.

2. From NSF: More ADVANCE!

The ADVANCE Program at the National Science Foundation (NSF) is hosting a series of online workshops to provide information about submitting a proposal to the ADVANCE Program's Partnerships for Adaptation, Implementation, and Dissemination (PAID) program component. The ADVANCE program provides funding for projects designed to increase the representation and advancement of women in academic science and engineering careers. More information about ADVANCE can be found in the attached one page handout and on our website, www.nsf.gov/advance.

[Note: Other than social science research, the ADVANCE program does not support the research or education programs of individual faculty, postdocs, graduate or undergraduate students.]

PAID DETAILS: The ADVANCE solicitation 09-504 is available at www.nsf.gov/advance and should be reviewed for additional details about the PAID program component. **The due date for PAID is**

February 24th, 2009; letters of intent, due January 20th, 2009, are required. PAID proposals may be submitted by academic institutions of higher education that award degrees in a field supported by NSF, STEM professional societies, or other not-for-profit STEM-related organizations. PAID projects may be partnerships between two or more institutions or organizations, or may be focused on one institution or organization. PAID awards support activities such as:

SCHEDULE OF ONLINE WORKSHOPS: Online workshops for the general community are scheduled from 2-3pm EST on the following Mondays: November 17th, November 24th, December 1st, and December 8th. All workshops will include similar content.

WHO SHOULD PARTICIPATE: Depending on the type of PAID project you are considering you may want a team of people to participate in the workshop together; for an adaptation proposal you may want to have a team of science and engineering faculty and institution-wide administrators, for a dissemination project you may only need one or two key people, and for a social science research proposal only the principal investigator may need to participate. Please note that only one member of the team should register for the event and the team should meet together in one room with a computer and phone line for the session. The team will benefit most from the workshop if the ADVANCE PAID program information is reviewed in the current solicitation before the session and questions are prepared about potential projects. The solicitation and abstracts of recent awards are available on the ADVANCE website, www.nsf.gov/advance.

HOW TO REGISTER: Registration for the online workshop is now available at <https://nsf-training.webex.com/>. To register, select the "UPCOMING" tab and select "**General ADVANCE Proposal Preparation Workshop for PAID.**" During the registration, you will be able to select a particular date from a pull-down menu. The password is: **advancensf**. Please register as soon as possible since there are a limited number of slots available; only one person per team should register to save space for other participants. The registrant will receive additional instructions via email from messenger@webex.com once registration is confirmed, please watch for this email. A phone line and one computer with an internet connection will be needed to participate in the workshop.

*Participants requesting special accommodations should send an email to afischer@nsf.gov at least one week before the scheduled workshop.

**Future online workshops are planned for the Institutional Transformation (IT) and IT-Catalyst components of the ADVANCE program later in 2009.

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3. Paul R. Ehrlich Research Fellowship at the RMBL

The deadline for RMBL's Paul R. Ehrlich Research Fellowship is Dec.17, 2008. The Fellowship will support a scientist who will conduct research at the Rocky Mountain Biological Laboratory. The proposed research should build upon work previously conducted at the Lab and/or take advantage of the knowledge and resources which have accumulated at the Lab. Ideally, the work should have

the potential to turn into a long-term research program. The award will be \$5,000 in each of two years.

Applicants must be research scientists at the assistant professor rank (or equivalent) at the time of the award letter. Recipients must be US Citizens or have a valid visa to work in the US during the award period.

More information on the award and the application process can be found at <http://rmbi.org/home/index.php?module=htmlpages&func=display&pid=127>.

Inquiries can be directed to RMBL Executive Director, Dr. Ian Billick.

Ian Billick, Ph.D.
Executive Director
Rocky Mountain Biological Lab
PO Box 519, Crested Butte, CO 81224
phone/fax (970) 349-7231
www.rmbi.org



D. Job in ADVANCE

There is a position for Program Manager of the Northeastern ADVANCE Institutional Transformation. This is a great opportunity to get involved in an ADVANCE IT site from the beginning. The link to our website is: <http://www.northeastern.edu/advance>.

Also, I am happy to answer any questions that people might have.

Regards,
Sara Wadia-Fascetti
Northeastern ADVANCE PI and Director
Sara Wadia-Fascetti
<http://www.coe.neu.edu/~swf>

Open Position:
<http://www.coe.neu.edu/CEEchair>



E. Miscellaneous

1. Help With Recruitment:

A. The ADVANCE-NE office has a copy of the **Minority and Women Doctoral Directory** (MWDD), 2008-09 volume. MWDD is a registry which maintains up-to-date information on employment candidates who have recently received, or are soon to receive, a doctoral or master's degree in their respective field from one of approximately two hundred major research universities in the United States. The current edition of the Directory lists approximately 4,900 Black, Hispanic, American Indian, Asian American, and women students in nearly 80 fields in the sciences, engineering, the social sciences and the humanities.

We'll be happy to photocopy and send appropriate pages for your discipline, just ask Jill Hochstein at advance2@unl.edu. For more info: <http://www.mwdd.com/>

B. Also: **The upcoming Joint Annual Conference of the National Society of Black Physicists and the National Society of Hispanic Physicists, 11-15 February 2009**, is a prime

opportunity to recruit outstanding diverse talent This conference has a cutting-edge scientific program as well as a student professional development program that includes mentor-protege match-making and a recruiting fair.

With well over 500 attendees, comprised of students, postdoctoral research associates, and faculty/professional attendees, the NSBP/NSHP annual conference is the largest gathering of African American and Hispanic American physicists and physics students in the world. The conference thus offers recruiters unparalleled opportunities to interact with and recruit talented students, internship/fellowship candidates, researcher collaborators and program participants.

Your program can have a recruiting booth at this conference. Please go to www.nsbp.org/conference for more information, and feel free to contact us by phone (703-536-4207) or email (conference.info@nsbp.org) if you need any additional information. For exhibiting information specifically you can also contact Ms Stephanie Bunsick or Ms Susan Welter at exhibits.manager@nsbp.org, by phone at 800-501-9571 x 367.

WHERE: Renaissance Nashville Hotel; 611 Commerce Street; Nashville, TN 37203.

Physics Diversity Summit

Wednesday, February 11, 2009

10:00am – 6:00pm

2. The Family Medical Leave Act is under revision in the next 47 days and provisions for workers are being rolled back. The week before Thanksgiving, the Department of Labor released regulations that will make it harder for workers to take unpaid leave to care for their families, the American Association of University Women reported 20 November.