

## Section I. Summary of Project Activities

### Section I-A. 2008-2009 Project Summary

University of Nebraska-Lincoln became one of the fourth-round NSF ADVANCE institutions on September 1, 2008. In our first year, we accomplished the following:

- Established a dual career opportunity procedure vetted by the Office of the Senior Vice Chancellor for Academic Affairs, the Office of Equity, Access and Diversity, STEM college deans and department chairs, and that has resulted in two new hires this academic year: a female assistant professor in mechanical engineering and a male assistant professor in Mathematics whose wife was hired in that department.
- Launched our website: <http://advance.unl.edu>
- Established working relationships with key units on campus that are essential for the success of ADVANCE-Nebraska, including Institutional Research and Planning and the Office of Equity, Access and Diversity.
- Launched the Promote-Nebraska and Recruit-Nebraska Committees, which are composed of twelve tenured STEM faculty who are gathering and disseminating data that support best recruitment strategies and that document the impact of implicit bias on evaluations.
- Conducted focus groups of search committee chairs and learned what practices are currently being used on campus to increase the diversity of applicant pools; funds for this purpose were re-deployed from our under-subscribed Recruitment Ambassador program.
- Launched our Paths to Success Luncheon series to model women's sometimes circuitous routes to success in STEM fields
- Updated, clarified and launched a "Work-Life Balance" website for the Office of the Senior Vice Chancellor for Academic Affairs
- Offered two professional development workshops for faculty: COACH's Strategic Persuasion and a home-grown panel on Negotiating in Academia
- Provided Showcase Visit funds for a potential recruit to the faculty of the School of Biological Sciences
- Established a listserv and disseminate ADVANCE-Nebraska E-News bi-weekly
- Created exit surveys for faculty and for the chairs of these faculty to learn how UNL can improve STEM faculty retention
- Hosted a visit by our external evaluator, Dr. Ann Austin, Michigan State University
- Analyzed network survey and climate survey data for nonresponse and preliminary results
- Results from survey analysis are being used to inform ADVANCE-Nebraska focus for next year, including attention to the promotion-to-full and other leadership positions processes
- Worked synergistically with other organizations on campus to offer professional development workshops, uncover faculty concerns that ADVANCE can help to address, communicate procedures for the new daycare facility, and to explore the potential for establishing a regional Higher Education Recruitment Consortium (HERC).
- Engaged four graduate students in new research on network structures of academic departments and created a new graduate-level course in network analysis in the Sociology Department
- Modified the COACHE survey instrument to survey faculty in all ranks in STEM departments, thus pioneer a new direction for the COACHE survey project at Harvard.
- Used the data gathering and organizing for the Advance Toolkit to find areas to attract more women to STEM at UNL and thus increase women in the applicant pools – a critical gateway for our overall success in increasing women in STEM.

We have established the ADVANCE-Nebraska office, forged new ties, implemented programs that were discussed in our grant proposal, re-deployed funds where those programs were less well disseminated, and learned more about campus needs to further ADVANCE goals. We look forward to continuing the momentum established by the teamwork from the many constituents committed to another productive year.