

## SECTION I. SUMMARY OF PROJECT ACTIVITIES

### SECTION I.A. 2009-2010 PROJECT SUMMARY

The second year of ADVANCE-Nebraska has involved several changes at the University and in Advance activities. We held numerous workshops designed to accomplish a variety of goals – from time to write and receive writing coaching, to professional development for enhancing time at meetings and giving presentations, to information from surveys of UNL faculty and from research on implicit bias. Additionally, we have provided luncheons with “Paths to Success” speakers. Hundreds of UNL community members (e.g. faculty, staff, graduate students and administrators) have participated in at least 1 of 16 ADVANCE events this year.

We have continued to communicate with STEM departments and faculty through “e-news”, our web page, and campus media (e.g. the faculty/staff newspaper “The Scarlet”).

We have also continued to gather comprehensive data (e.g. using IRP data from 2000 to 2010 on faculty by gender and department), from partnerships with other ADVANCE institutions (the Rice 8 year exit survey and the Kansas State in-depth interviews with tenured faculty), and through our own data collection (e.g. exit surveys with chairs and faculty who have left, focus groups with search chairs, event evaluations).

We have also learned from our external evaluator, external advisory board, and internal advisory board how to assess what is working, what is not working, and where we need to make midcourse corrections.

In the last two years we have helped to hire 9 women in STEM departments through these efforts. We will soon know if our efforts to increase the number of women in applicant pools have worked as well. We have not made as much progress among tenured women, but plan to make this more of our focus next year.

We have also experienced management change. Our original PI, Dr. Barbara Couture, left UNL to run another ADVANCE institution. With Dr. Paul, Vice Chancellor for Research and Economic Development becoming the PI, we moved from Academic Affairs to the Office of Research and Economic Development. To facilitate this move, we held a retreat with all of the key ADVANCE players in January, 2010.

In keeping with the suggestions of the external advisor and the external advisory board, and with the goals of ADVANCE, we are working to embed the project in administrative and institutional structures. We are using the challenges that come with the evolution of the project towards institutionalization and changes in administrators to revise the organizational structure. Our goal is to create a structure that ensures we reach our primary goals efficiently and effectively, and that moves towards embedding successful components as part of the responsibilities of permanent positions. We also want to ensure that members of the Advance team, STEM department chairs, administrators in the office of Academic Affairs, and in the office of Research and Economic Development communicate effectively to guide our activities, strategies, and decisions. We continue to work with the Recruit and Promote committees to help

determine the best use of their talents and efforts. Our goal is to have the committees articulate with existing department, college and university-wide processes on hiring and promoting faculty.

We continue to focus on using our climate and network evidence to guide our efforts to leverage movement towards our ADVANCE objectives. For example, learning that departments vary considerably in hiring recruitment strategies, the recruitment committee developed a list of “best practices” for departments to use in searching for job candidates. Additionally, evidence that women have fewer friendship ties than white men, and that this is associated with women thinking of leaving UNL in the next five years, suggests the need to create opportunities for informal interaction among faculty.

Building on our strengths in the first two years, we will continue to focus on helping departments increase the number of women in faculty applicant pools. Additionally, we will explore our baseline climate, network data, and evaluation data to guide our efforts for the next three years.