

Evaluation Results Summary
March 1, 2011

ACTIVITY	SUMMARY	DETAILS	MODIFICATIONS
Showcase Visitors	<ul style="list-style-type: none"> • 1 visit completed • 3 visits planned for year 3 	<p>There were no applications for showcase visitors in the first year, one application in the second year, and three in the third year (all applications were awarded). The visit in year two, Victoria Brown-Kennerly, was requested by Laurie Einspahr from Biological Sciences. Two of the year-three visits are for the Chemistry department (Melanie Sanford on 2/25/11 and Jacqueline Barton on 4/8/11); the third is in Statistics (R.W. Doerge, Bioinformatics, Purdue). Demand is expected to increase as word of the program is circulated at ADVANCE events, at department visits, and via our listserv and website. The program is being advertised through the ADVANCE-Nebraska website, promotional materials (e.g., bookmarks), and in the Department and Search Committee visits.</p>	
Dual Career Program	<ul style="list-style-type: none"> • 7 STEM women hired through program 	<p>In 2008-09, there were 8 STEM searches with dual career partners (out of 84 total UNL searches, 26 of which were STEM). Three hires were made (with an additional hire pending) with assistance from ADVANCE-Nebraska. In 2009-10, 4 hires were made (with an additional hire pending) of the 7 STEM searches with dual career partners (out of 39 total searches at UNL, 13 total STEM). Thus far in 2010-11, 2 STEM searches with a dual career partner have been identified and 1 hire is pending (out of 67 total searches). Overall, three STEM women and four male partners of STEM women have been hired w/ADVANCE funds.</p> <p>The three “pending” hires are all women in the College of Engineering in Research Assistant Professor positions (post-docs) while they build a research record. The ADVANCE-Nebraska office periodically checks in with progress on these potential hires.</p> <p>The Office of Equity, Access and Diversity Programs (EAD) provides the names of all short list candidates to the ADVANCE-Nebraska office. The office mails information on the dual career policy and work-life policies to them (including both STEM and non-STEM searches as the partner might be a STEM woman). The program director has met with about a dozen candidates during their campus visits.</p> <p>Focus groups conducted with search committee chairs in the spring of 2009 suggested that dual career issues are a challenge for hiring STEM faculty. In addition, search committee chairs and department chairs were administered a survey in the spring of 2010 asking about searches from the past year. When answering an open-ended question about what issues make recruiting women a challenge, several respondents reported the issue of dual careers. Perceptions of past dual career hires suggest promise for furthering this programmatic element, with over half of all respondents agreeing that spouse/partner hires have worked out well for their department in the past. However, there were mixed results regarding the perception of spouse/partner hires as an opportunity or as a burden. While slightly over half of respondents agreed that spouse/partner hires are viewed as an opportunity among department colleagues, about half also strongly agreed or agreed that spouse/partner hires are generally viewed as a burden.</p> <p>In 2010, 27 newly hired faculty were also interviewed to gather their perspective on the hiring process. When asked the main reasons for accepting the offer at UNL, four respondents said it was to be in the same</p>	<ul style="list-style-type: none"> • The process of having EAD inform all applicants of dual career policies was unrealistic. This dissemination process has been changed so that the ADVANCE-Nebraska office distributes this information, and this information is mailed to short list candidates only instead of to all applicants. • Candidate visits generally have very full schedules that cannot always accommodate a visit from a representative of the RECRUIT committee as originally planned. Instead, the ADVANCE-Nebraska program director meets with candidates when requested by the department. • ADVANCE-Nebraska worked with the Bureau of Sociological Research to make connections with area Universities and schools to assess interest in developing a HERC. Additionally, the Chancellor’s Commission on the Status of Women and the University Wide Gender Equity committee explored the HERC possibility as well. Unfortunately, the economic downturn produced a barrier to this program. In the end, the Administration decided that the cost of the HERC would not produce enough applicants and hires to justify the costs. Therefore the HERC was not pursued any further.

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Department Diversity Grants	<ul style="list-style-type: none"> • 0 applications 	<p>No applications have been submitted thus far. Informal feedback suggests that faculty rather think that ADVANCE-Nebraska should generate the ideas. ADVANCE-Nebraska continues to work on this perception by encouraging departments to use these grants to implement extra efforts to diversify their applicant pools. The grants are being advertised through the ADVANCE-Nebraska website, promotional materials (e.g., bookmarks), and in the Department and Search Committee visits.</p>	
Recruitment Ambassadors	<ul style="list-style-type: none"> • 3 applications 	<p>No applications were submitted in the first two years, but there were three requests for Recruitment Ambassadors in 2010-11 (all were awarded). One request was from Earth & Atmospheric Sciences and two were from Civil Engineering. The program is being advertised through the ADVANCE-Nebraska website, promotional materials (e.g., bookmarks), and in the Department and Search Committee visits.</p>	<ul style="list-style-type: none"> • Initially the program provided travel for the sole purpose of recruiting, but there were no applicants. The program was modified in year two so that recruiting need not be the sole purpose of the travel. • Initially the RECRUIT committee was to identify an ambassador from each department. Instead, the co-PIs meet regularly and review the applications.
Search Committee visits	<ul style="list-style-type: none"> • 9 search committees have had a visit from ADVANCE-Nebraska 	<p>Search Committee visits were added in year three. Evelyn Jacobson, Susan Fritz, and/or Mary Anne Holmes met with 9 search committees (covering all 15 searches) in the fall of 2010. All 15 STEM searches for 2010-11 plus one non-STEM search were addressed in these meetings. Most meetings included the department chair and/or the search committee chair, with one meeting including the Interim Dean regarding their dual career (the three “pending”) and search situation. In addition, there was a meeting with one non-STEM department because the chair of that search committee had heard about this resource to committees and thought her committee would benefit from a visit/discussion.</p>	<ul style="list-style-type: none"> • This was a new activity added in year three after determining that this would be a useful mechanism to educate departments and would be do-able, as the number of searches was small.

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March 1, 2011

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Committees	<ul style="list-style-type: none"> • Two committees formed and then merged • Best Practices handout created and disseminated • Implicit bias workshop offered • Presentations offered at 4 ADVANCE-Nebraska events 	<p>The RECRUIT and PROMOTE committees each consist of six faculty per committee. Committee members are all tenured faculty and thus far, 11 STEM departments have been represented. Some turnover has occurred, with 2 members resigning (these members were replaced with new members). One member resigned because of a new promotion and the other member resigned for medical reasons.</p> <p>The RECRUIT committee gathered data and prepared department level reports summarizing the data for each UNL STEM department, as well as national comparison data for each discipline. This information was used for the Department Visit meetings that began in the fall of 2010. The committee also created a “Best Practices” handout that is being distributed by EAD to all search chairs. EAD reported that they received feedback from one of the search chairs about how great the document is and that it was just what they needed.</p> <p>The PROMOTE committee gathered data and literature on implicit bias. They then presented this information at a workshop in November 2009 for current search committee chairs on ways to minimize the impact of implicit bias and increase the diversity of applicant pools. Eight current STEM search committee chairs attended. Post-event evaluations showed positive responses in reference to the worth of the workshop and whether respondents learned anything from it. What was found most valuable from attending the workshop was: faculty discussions, thinking about search strategies, and learning about ways to evaluate & talk about women's application materials (specifically, what shows an ability to excel, whether or not bigger life issues for women candidates are currently taken into consideration, and how verbiage in job announcements can be used to attract women applicants). Over one quarter of respondents from the search committee chair and department chair survey reported that they received assistance with their search by attending this workshop.</p> <p>The RECRUIT and PROMOTE Committees presented at two chair workshops during the fall of 2009, where each committee contributed brief presentations that were part of the event. The committees also served as facilitators and panelists at two Conversations during the fall of 2010, and will be presenting again in April, 2011. Follow-up surveys after the chair workshop series showed that the RECRUIT and PROMOTE presentations were selected by many participants as one of the most useful presentations in the series.</p>	<ul style="list-style-type: none"> • The Committees found overlap in their charge and wish to work on additional aspects of ADVANCE work. Beginning 2010, the committees were combined into one with two subcommittees, one that focuses on recruitment and one that focuses on retention, with both addressing culture change. The newly combined committee added “building a network of STEM faculty” and “promotion of women for awards and leadership” as additional charges. • The original proposal planned for the PROMOTE committee to meet with P&T committees. A mechanism to meet with every P&T committee was a challenge since the “committee” is the whole department in some cases. Therefore, this activity has been modified to allow the merged committee to focus its efforts on other initiatives.

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March 1, 2011

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Chair Workshops	<ul style="list-style-type: none"> • 3 workshops were offered as part of a series 	<p>A three-part “Recruitment and Retention” workshop series was held in the fall semester of 2009 for department chairs and administrators. A total of 92 chairs, administrators, and faculty attended at least one of the workshops, with about half of those attending two or more in the series. On average, 56 people attended each workshop. Of the 26 targeted STEM departments, 15 were represented at the series. A data discussion workshop was held with 13 STEM department chairs in January 2011. The workshop involved the chairs in an active discussion about STEM data and provided valuable feedback on the interpretation of these data.</p> <p>The workshop series post-event evaluations suggest that participants learned information that will improve how their department searches for faculty. In addition to the post-event evaluations, participants were asked to complete a survey before and after the series to identify strategies being used to broaden their applicant pools. After attending the workshop series, respondents reported being more likely to: showcase UNL by inviting potential candidates to campus as speakers, showcase UNL by inviting faculty who advise graduate students to campus as speakers, and advertise with a professional association job service. Slight increases in likelihood of use were also seen in encouraging post docs already at UNL to apply and in advertising in outlets directed to ethnic/racial minorities. The only tactic that showed a decline in likelihood of being incorporated was writing job advertisements that are narrowly defined. With regard to addressing retention, participants reported that they found the data provided useful and that they learned new ideas to help them retain faculty. They reported as most valuable the discussion on retention and mentoring of faculty, learning more about work-life balance policies, and learning about the generational differences related to retention and mentoring.</p>	<ul style="list-style-type: none"> • Rather than offering one workshop per year, chairs have been invited to panel discussions, to serve as panelists, and to attend data analysis and data dissemination workshops.
Disseminate ADVANCE-Nebraska Rationale	<ul style="list-style-type: none"> • UNL faculty advertisements include ADVANCE tagline • Bi-monthly e-newsletter distributed • Website created • Promotional materials distributed • Department and Search Committee visits disseminated information 	<p>Within three weeks of receipt of the cooperative agreement, the Chancellor’s Senior Administrative Team mandated that the following wording appear on every ad for faculty positions: “The University of Nebraska has an active National Science Foundation ADVANCE gender equity program and is committed to a pluralistic campus community through affirmative action, equal opportunity, work-life balance, and dual careers.” The ADVANCE-Nebraska rationale is disseminated through the website, promotional materials (e.g., bookmark), at ADVANCE events, and in Department and Search Committee visits. Post-event evaluations show that most participants learned something valuable about ADVANCE-Nebraska at the events.</p>	

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March 1, 2011

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Chancellor's Award	<ul style="list-style-type: none"> • Electrical Engineering selected for award in year three 	<p>The Chancellor pledged to award a department for making significant progress towards ADVANCE goals in his letter of support for the grant proposal. In fall, 2010, a call was sent to department chairs inviting them to apply for the award. We received five applications, from the School of Biological Sciences, the Departments of Biochemistry, of Electrical Engineering, of Mathematics and of Mechanical Engineering. A committee was formed to review the applications. All committee members submitted comments and a score on a grading rubric. The committee then met in January 2011 and reached a consensus to select Electrical Engineering as the award recipient. The award ceremony was well attended by many people, including several department chairs.</p>	
Department visits	<ul style="list-style-type: none"> • 7 departments have had a visit from ADVANCE-Nebraska 	<p>Department visits were added in year three in response to the addition of the 9 target departments in IANR. Evelyn Jacobson, Susan Fritz, and/or Mary Anne Holmes visited with 4 departments in Lincoln (School of Biological Sciences, Electrical Engineering, and Veterinary and Biomedical Sciences in fall, 2010 and the School of Natural Resources in spring, 2011). Meetings were also held in Omaha with the Durham School in spring, 2011, which comprises three departments in the College of Engineering: Architectural Engineering, Construction Management, and Construction Engineering. In addition, they met with the department of Computer and Electronics Engineering.</p>	<ul style="list-style-type: none"> • This was a new activity added in year three after determining that this was a useful mechanism to reach out to departments.
Professional development workshops	<ul style="list-style-type: none"> • 5 events were held in year two • 1 event was held in year three 	<p>Five professional development events were offered during the first two years, including two COACH workshops, 2 workshops led by Bonnie Coffey of Contacts Count, and a presentation by Dana Britton. An average of 27 people attended each of the workshops in year two, with a modest increase over time. About one-sixth of women full professors, nearly one-quarter of women associate professors, and over one-third of women assistant professors in STEM departments attended at least one professional development workshop. Post-event evaluations suggest that participants are finding these events very useful and that they are learning things from these events that are helping them with their careers. Most participants reported attending because they found the topic useful or interesting, with many also selecting professional advancement as a reason. Participants reported the interactive activities and discussions, learning how to be a better presenter, networking strategies, tips for putting on successful conferences, and conversation skills as the most valuable aspects of attending. An additional COACH workshop was recently held in February, 2011.</p>	
Writing retreats	<ul style="list-style-type: none"> • 2 retreats were held in first two years • 1 retreat is planned for year three 	<p>Two week-long writing retreats were offered. Nine people (including 7 women) attended the summer writing retreat in 2009, and 16 people (including 9 women) attended the 2010 retreat in May. Post-event evaluations showed that the vast majority of participants agreed that they learned something from the event that will help with their career, and that the material covered was useful for them. Participants reported that the uninterrupted time to write was what they found most valuable. Other aspects that were valued by participants included the feedback from peers, learning strategies about how to write a lot & write well, meeting new colleagues, the organization of the event, the amount of writing done, and the refreshments provided.</p>	

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Inform faculty of research and opportunities	<ul style="list-style-type: none"> • Bi-monthly e-newsletter distributed • Website created • Promotional materials distributed • Department and Search Committee visits disseminated information 	<p>Faculty and external constituents receive a bi-monthly e-newsletter with information on current research and opportunities related to the advancement of women. An ADVANCE-Nebraska website was created that includes presentations, policy information, and other relevant documentation. The website averages about 58 visits per week, with an average of four minutes per visit. Forty percent of visits are direct traffic visitors, 38% are from referring sites, and 22% are from search engines. Information about ADVANCE-Nebraska is also disseminated at ADVANCE events, in promotional materials (e.g., bookmark), and in Department and Search Committee visits. Post-event evaluations indicate that the majority of participants (at all types of events) have consistently learned about ADVANCE-Nebraska events from email announcements. Participants also reported learning something valuable about ADVANCE-Nebraska at the events.</p>	
Disseminate UNL Work-Life Policies	<ul style="list-style-type: none"> • Policies clarified • Policies disseminated via web and flyer 	<p>ADVANCE-Nebraska worked with the Senior Vice Chancellor for Academic Affairs (SVCAA) Office to more clearly communicate existing policies. The clarified work-life policies were posted on the SVCAA website. A link to the policies was also posted on the ADVANCE-Nebraska website. ADVANCE-Nebraska distributes a flyer on UNL Work-Life Integration policies to all short-list candidates, to faculty at Department and Search Committee visits, and to participants at all ADVANCE-Nebraska events.</p> <p>Faculty who left UNL were invited to participate in a nationwide exit survey conducted by Rice University (for those who left between 2003-08), or a UNL exit survey conducted by the BOSR (for those who left between 2008-09). Results from these studies suggest that problems with family friendly policies are not a leading reason for faculty leaving UNL. The new hire interviews showed that all of the 24 new hires that were interviewed in the fall of 2010 were aware of at least some work-life balance policies. Four (3 women and 1 man) specifically mentioned that they learned of the policies from ADVANCE-Nebraska. When asked how knowledge of these policies affected their decision to accept the UNL job offer, 9 of the 18 male respondents said it didn't affect their decision at all. In comparison, 5 of the 6 female respondents who were asked this question reported that it influenced their decision to some degree, with one woman specifying that it "positively affected" her decision.</p> <p>Gender breakdown of STEM faculty who utilized a tenure interruption: Men/Women by year- 2000/01: 1/1, 2001/02: 0/1, 2002/03:1/1, 2003/04: 0/3, 2004/05:0/0, 2005/06: 1/0, 2006/07:0/1, 2007/08:2/2, 2008/09:0/0, 2009/10:1/0, 2010/11: 1/2.</p>	<ul style="list-style-type: none"> • The original proposal planned for the PROMOTE Committee to meet with faculty evaluation committees to foster a campus-wide philosophy that encourages the use of FFPs/FWAs. Instead, ADVANCE-Nebraska has utilized other ways to disseminate the information directly to faculty, including "Policy of the Month" in E-News, years 1 and 2; distribution of the Work-Life Balance brochure at all ADVANCE events, links to Senior Vice Chancellor for Academic Affairs' webpage on the policies (which Jacobson and Holmes updated and improved in 2009).

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Paths to Success luncheons	<ul style="list-style-type: none"> • 6 luncheons were hosted 	<p>A total of 6 Paths to Success Luncheons were offered during the first two years (3 each year). The average attendance at the luncheons in the first year was 45 people, while the average attendance at the year two luncheons was 32. Among female faculty in STEM departments, about one-third of full professors, one-quarter of associate professors, and half of assistant professors attended at least one Paths to Success Luncheon.</p> <p>The post-event evaluations showed that most participants learned something from the luncheons that will help them with their career, and that the material covered was useful. Most participants also agreed that time spent networking was valuable, and over half met somebody new at the luncheon whom they hope to follow up with. Some of the most valuable aspects of the luncheons as reported by participants were the importance of networking, learning that you can be successful with a non-linear career path, the importance of mentoring (and the concept of anti-mentoring), the data that was presented, hearing the personal stories/experiences of the speaker and fellow attendees, learning that other women faculty feel the same way (feeling a sense of support), and learning about ADVANCE-Nebraska.</p>	<ul style="list-style-type: none"> • A review of open-ended comments from the evaluations indicated that faculty wanted a wider variety of topics, such as tenure and promotion and negotiation skills. In response to these requests, this program was replaced in the fall of 2010 with the Conversation Series, a series of panel discussions that will serve as an informal mentoring mechanism for faculty.
Conversation Series	<ul style="list-style-type: none"> • 6 Conversations were held in fall, 2010 • 5 Conversations are planned for spring, 2011 	<p>A total of 6 Conversations were held in the fall of 2010, with 5 planned for spring, 2011. An average of 28 people attended each event, ranging from 47 to 17. Overall, 56% of all Conversation Series participants were women. Among women faculty in STEM departments, about one-third of full professors, one-eighth of associate professors, and one-third of assistant professors attended at least one Conversation Series event. Most participants reported that they learned something valuable and that the material was useful for them. The most valuable aspects of the events as reported by participants were: learning about management skills; learning about resources and strategies for recruiting a diverse applicant pool; learning about unexamined biases and the discussion about being change agents; learning of variations in approaches to interviews/candidate selection across departments; the idea that departments should have an awards committee; the importance of networking; and the discussion of experiences and ideas; and time management/ writing tips given.</p>	<ul style="list-style-type: none"> • This was a new activity added in year three that replaced the Paths to Success luncheons in response to feedback from the Paths to Success evaluations.
Collect network data	<ul style="list-style-type: none"> • Baseline data collected 	<p>Two surveys (COACHE and a Faculty Network Survey) were administered to STEM faculty at UNL in the spring of 2008.</p>	
Conduct social network analysis	<ul style="list-style-type: none"> • Analysis conducted 	<p>The baseline data was analyzed during the first two years of the grant. Based on the results from this and previous empirical research, several suggestions can be made to foster race/gender integration and reduce marginalization by gender and race. Since gender and race appear less salient for local integration within formal ties and more salient for local informal network integration, formal local connections can be used as a starting point to develop more informal/social connections. For example, committee assignments can be made to increase cross-status exposure, and cross-status research collaborations should be fostered. Furthermore, having departmental-organized social functions may also cultivate cross-status social connections. To increase cross-gender connections, however, department leaders will also need to develop collegiality norms that reduce the possible stigma of, or sexual tension within, cross-gender connections.</p>	

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March 1, 2011

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Present and publish findings	<ul style="list-style-type: none"> • 1 manuscript under review • 5 papers in progress • 2 Masters theses completed, and 1 in progress • results shared nationally at 3 invited talks and 5 conferences • results shared locally at 5 events 	<p>One manuscript is under review at Social Problems. Additionally, 4 papers and 2 Masters theses are in progress. Three invited talks have been held or are planned at Syracuse University, the NSF ADVANCE PI Meeting, and at the Pacific Sociological Association Annual Meeting. Results have also been shared at three sociology conferences and one NSF ADVANCE Conference, with another sociology conference presentation scheduled for August, 2011. Results were presented locally to UNL faculty/staff at a chair workshop in September 2009, to the IAB in November, 2009, to the RECRUIT and PROMOTE Committees in January, 2010, and at two luncheons for UNL faculty in the spring of 2010 with 53 attending the networking data presentation and 23 attending the climate data presentation. Post-event evaluations from the luncheons suggest that faculty found the information useful, that they valued learning about ways to analyze and evaluate social networks, that they value and trust data showing faculty experiences, and that reviewing data from peers is helpful for generating new ideas. One participant reported, "The explanation of findings and possible implications is a fresh way of looking at an ongoing problem."</p>	
Case studies	<ul style="list-style-type: none"> • 2010-11 searches being closely tracked 	<p>Case studies are being conducted to track STEM searches happening in 2010-11. A combination of qualitative and quantitative data is being collected to assess the search process and outcomes. Some data elements being tracked include: search committee membership, recruitment strategies used, advertisements, notes from meetings with deans and chairs, applicant pool, short list, and hired data, departmental participation in ADVANCE-Nebraska, and dual career participation.</p>	