

Special Interest Articles:

- Biological Sciences receives Chancellor's Award
- Removing the Barriers
- Faculty Diversity: Removing the Barriers

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School of Biological Sciences receives ADVANCE Chancellor's Award

Mark your calendars! The ADVANCE-Nebraska Chancellor's Initiative Award will be awarded on February 9th, 3:00pm in the Van Brunt Visitor's Center on the UNL City Campus to the School of Biological Sciences. The department has successfully built a faculty that is more representative of female-

male ratio in the discipline by implementing a proactive hiring policy in the 1990s. Thirty-seven percent of the school's faculty are women, up from 10 percent 20 years ago. The school has aggressively pursued a dual-career hiring strategy and half of its female faculty have dual-career partners. The

school also has used the opportunity-hire strategy to recruit female partners of faculty hired in other disciplines. Currently 16 of the school's 45 budgeted or partially budgeted faculty are women. Congratulations BioSci! Come join us for the celebration!

Removing the Barriers to Full Professor: A mentoring program for Associate Professors

A research study supported by the UNC-Charlotte ADVANCE Faculty Affairs Office was recently published in Change: The Magazine of Higher Learning. The article entitled "[Removing the Barriers to Full Professor: A Mentoring Program for Associate Professors](#)" was authored

by Dr. Kimberly Buch, Associate Professor in Psychology, and leader of the ADVANCE Mid-Career Mentoring Initiative; Dr. Yvette Huet, Director of the ADVANCE Faculty Affairs Office and Interim Chair of Kinesiology; Dr. Audrey Rorrer, Research Associate in the College of Computing and Informatics

and former Lead Evaluator, ADVANCE Faculty Affairs Office; and Lynn Roberson, Director of Communications in the College of Liberal Arts and Sciences and former Project Director, ADVANCE Faculty Affairs Office. Stay tuned for more information on mentorship at UNL.

Faculty Diversity: Removing the Barriers Book

Why do we see so little progress in diversifying faculty at America's colleges, universities, and professional schools? It's not just a matter of sending out the ad and hoping they will apply. A new book (2012) answers that question and provides steps for hastening faculty

diversity. Drawing on her extensive consultant practice as well as research and scholarship from several fields, Dr. JoAnn Moody provides practical ways to improve faculty recruitment, retention, and mentorship, especially of under-represented women in

science-related fields and non-immigrant minorities in all fields. This book is a substantial revision of the 1st edition (2004). For info about her new book *Faculty Diversity: Removing the Barriers*, go to amazon.com.

American Universities Hinder Diversity among STEM Students



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Are traditional academic approaches hindering organizations from bolstering diversity? According to new research, universities aren't doing enough to diversify the next generation of talent from STEM (science, technology, engineering and [mathematics](#)) departments. In fact, 37 % of STEM department chairs gave their institution a grade of "C" or below when it came to successfully recruiting and retaining [women](#), Black, Latino and American Indian students.

The data is represented in the Bayer Corporation's Bayer Facts of Science Education XV survey, which polled 413 STEM department chairs at the top 200 U.S.-based research universities, as well as colleges known for successfully graduating [Black, Latino and American Indian STEM students](#). [Read the full article.](#)

There are numerous programs run by individuals at UNL to diversity the future STEM workforce.

New Research: How girls can win in Math and Science

Daily Beast, January 16, 2012

Research reveals that some of the very programs designed to help girls get ahead in STEM are actually holding them back—or are woefully misguided. Gender-studies experts Caryl Rivers and Rosalind Barnett write on how to reverse the damage. For years, feminists have lamented the sorry state of girls in math and science, as they lag behind their male peers in test scores and shy away from [careers in engineering and technology](#). Yet perhaps the most frustrating recent development on the topic is that some of the very programs designed to help girls get ahead may be holding them back—or are simply misguided.

Take single-sex math and science [classes](#). While they seem like a logical way to give girls a jump-start in these subjects, new research suggests this initiative—championed over the past two decades as a possible solution—may backfire. [Read the full article.](#)

Barrier to Maternity Leave for those most in need: Knowing about It

Ms. BlogMagazine, November 18, 2011

A poll released in early November shows that many women are unaware of the maternity leave benefits that they have available to them. Also, there is a pattern showing that the majority of unaware individuals are those that need paid maternity time the most. The article by Nanette Fondas discusses this issue and its possible solutions. To view the article, [click here.](#)

In addition, many faculty discourage their colleagues from using the policies. Many others do not know how to evaluate the portfolio of a colleague who has used stop-the-tenure-clock and other policies. Find out about UNL's policies at <http://advance.unl.edu/policies>

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