

ADVANCE-NEBRASKA THEORY OF CHANGE

Risman (2006) and other “gendered institution” researchers argue that to change an institution, there must be change in three dimensions: individual, interactional, and institutional. Institutional policies alone are unlikely to increase the number of women on the faculty if women do not see themselves as potential leaders, nor if their colleagues do not see them as potentially successful STEM faculty.

ADVANCE-Nebraska uses this framework of institutional transformation in the design of the programs we initiated. Some programs may serve more than one purpose.

<i>DIMENSION</i>	<i>KEY FOCUS OF DIMENSION</i>	<i>ADVANCE-NEBRASKA PROGRAMS</i>
Individual	How a person sees him- or herself as a scientist; How s/he sees him/herself as a leader: a department chair, president of a professional society, a contributor to the society, leading important committees in the department and on campus.	<ul style="list-style-type: none"> • Professional Development workshops • Paths to Success Luncheons • Conversations Series • Writing Retreats
Interactional	How a person is perceived by others: as a scientist, as a leader in the University, as a leader in the profession. Women tend to be overlooked for awards and nominations; both men and women tend to hold implicit biases that cause us to perceive women as less able scientists and leaders.	<ul style="list-style-type: none"> • Activities of the Promote Committee: workshops, information to disseminate on implicit bias (what it is, how to reduce its impact). • ADVANCE Director serves as a resource for issues that men and women on campus perceive as problematical for their progress • Showcase Visitors, Paths to Success Luncheons model successful STEM women • Writing Retreats • Department Chairs/Heads workshops

<p>Institutional</p>	<p>Policies the institution has; what policies are promoted that reduce the barriers for men and women's advancement.</p>	<ul style="list-style-type: none"> • Dual Career program • HERC membership • Disseminate information to faculty on Flexible Work Arrangements, Family-Friendly policies, Childcare Center, Lactation policy and rooms • Support Recruitment Ambassadors to actively recruit faculty to our applicant pools. • Recruit Committee gathers and disseminates information on Best Practices to recruit an applicant pool that reflects the national pool. • Showcase Visits increase the number of women in the applicant pools. • Departmental grants are designed to increase the number of women in the applicant pools. • Department Chairs/Heads workshops
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The Network Analysis study is designed to assess all three dimensions: individual's plans to stay, individual's comfort level in his/her department (interactional), perception of institutional support through childcare, flexible work policies (institutional).