The ADVANCE program was institutionalized in 2007 at Georgia Tech. The program focuses on equity in tenure and promotion; faculty development to promote faculty research and advancement; tracking progress on hiring and advancement, particularly of female and underrepresented minority faculty; faculty work-life needs and initiatives, and other aspects of Georgia Tech’s integrated approach to institutionalized factors supporting the full participation and advancement of women.

**National Science Foundation ADVANCE Program**

The goal of the NSF ADVANCE Program is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic scientific and engineering careers. Georgia Tech’s ADVANCE Program (2001-07) was one of nine ADVANCE Institutional Transformation programs in the first cohort of universities to receive funding and was the first to file its final grant report.

---

**THE ADVANCE TEAM**

**ADVANCE Professors**
- Dr. Mary Frank Fox, Ivan Allen College
- Dr. Mary Jean Harrold, College of Computing
- Dr. Mary Ann Ingram, College of Engineering
- Dr. Wing Suet Li, College of Sciences
- Dr. Catherine Ross, College of Architecture
- Dr. Christina Shalley, College of Management

**Center for the Study of Women, Science, and Technology (WST)**
- Co-Directors
  - Dr. Carol Colatrella, LCC
  - Dr. Mary Frank Fox, Public Policy
  - Dr. Mary Lynn Realff, PTFE

**Staff**
- Sandra Duplessis, Administrative Manager
- Najah Hofman, Project Coordinator

---

**GEORGIA TECH ADVANCE**

French Building, Suite 201
237 Uncle Heinie Way
Atlanta, GA 30332-0740
404.385.3686

najah.hofman@vpad.gatech.edu
www.advance.gatech.edu
The ADVANCE Team

The ADVANCE Team includes the ADVANCE Professors, VPAD Staff, and the Co-directors of the Center for the Study of Women, Science, and Technology (WST). (www.wst.gatech.edu)

The Georgia Tech ADVANCE Professors (Mary Frank Fox, Mary Jean Harrold, Christina Shalley, Wing Suet Li, Mary Ann Ingram, and Catherine Ross) facilitate faculty networks within their colleges. The ADVANCE Team meets monthly to track data concerning hiring and advancement, particularly of female and underrepresented minority faculty; analyze faculty work-life needs and initiatives, and sponsor faculty development programs to promote faculty research and advancement.

Current ADVANCE Initiatives

Faculty Advancement

ADVANCE Professors and Center for the Study of Women, Science, and Technology Co-Directors work to integrate PTAC (Promotion Tenure ADVANCE Committee) best practices into unit, college, and institutional evaluation procedures and to support the use of ADEPT (Awareness of Decisions in Evaluating Promotion and Tenure), a computer tool designed to raise awareness of bias in evaluation meetings and to prepare candidates for advancement; it is available at www.adept.gatech.edu.

Faculty Workshops

The ADVANCE Team periodically sponsors workshops for faculty members and graduate students about leadership, obtaining and managing individual and collaborative grants, and life-work balance. In support of ADVANCE, the Center for the Study of Women, Science, and Technology coordinates research panels and lectures related to advancing prospects for women studying and working in science, technology, engineering, and related fields.

Career Coaching

The annual career coaching workshop sponsored by ADVANCE brings together junior and senior tenure-track and tenured faculty in informal discussion. Each prospective candidate for promotion and/or tenure (or any interested tenure-track or tenured faculty member) meets one-on-one with a senior colleague to discuss the faculty member's career progression, prospects, and potential strategies for advancement. Coaching is available for academic faculty in all ranks. During the workshop each faculty member can receive advice from approximately four senior faculty members. Faculty seeking coaches are invited to contact these mentors after the workshop, if further advice is needed.

Chairs' Meetings

Georgia Tech school chairs annually meet with the ADVANCE Team to discuss challenges and strategies related to the hiring, retention, and advancement of female and minority faculty.

WWW.ADVANCE.GATECH.EDU