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. To meet this goal, the NSF ADVANCE Program provides opportunities for both individuals and organizations, including Fellows Awards, Institutional Transformation Awards and Leadership Awards. Through ADVANCE awards, NSF seeks to support new approaches to improving the climate for women in U.S. academic institutions and to facilitate women's advancement to the highest ranks of academic leadership. Creative approaches to realize the goal of the program are sought from women and men. Members of underrepresented minority groups and individuals with disabilities are encouraged to apply. Georgia Tech's ADVANCE Program (2001-07) was one of nine ADVANCE Institutional Transformation programs in the first cohort of universities to receive funding.

Georgia Tech ADVANCE

The ADVANCE program has now become institutionalized at GT and has been expanded to appoint ADVANCE professors in the College of Architecture and College of Management as well as the original Colleges. Coordinated by the ADVANCE Team (ADVANCE Professors; co-directors of the Center for the Study of Women, Science, and Technology, and the ADVANCE program continues to take an integrated approach to institutional factors supporting the full participation and advancement of women faculty.

ADVANCE Professors 2006-11: Mary Frank Fox (Ivan Allen College), Mary Jean Harrold (College of Computing), Christina Shalley (College of Management), Wing Suet Li (College of Sciences), Mary Ann Ingram (Engineering), and Catherine Ross (College of Architecture).

The ADVANCE Team

The six Georgia Tech ADVANCE Professors, Mary Frank Fox, Mary Jean Harrold, Christina Shalley, Wing Suet Li, Mary Ann Ingram, and Catherine Ross, and the three Co-Directors of the Georgia Tech Center for the Study of Women, Science, and Technology (WST), Carol Colatrella, Mary Frank Fox, and Mary Lynn Realff, constitute the ADVANCE Team, which meets monthly. The ADVANCE Team
tracks data concerning hiring and advancement, particularly of female and underrepresented minority faculty; analyzes faculty work-life needs and initiatives; and sponsors faculty development programs such as Career Coaching and grants workshops to promote faculty research and advancement.

**WST Co-Directors:** Mary Lynn Realf (Polymer, Textile, and Fiber Engineering), Mary Frank Fox (Public Policy), and Carol Colatrella (Literature, Communication, and Culture).

**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 available at www.adept.gatech.edu. The ADVANCE Team also tracks institutional data concerning hiring, retention, and advancement of women and underrepresented minorities to assess Georgia Tech's progress on diversity.

**Faculty Workshops:** The ADVANCE Team periodically sponsors workshops for faculty members and graduate students on leadership, obtaining and managing individual and collaborative grants, and life-work balance. In addition, 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 mathematics.

**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 meets one-on-one with a senior colleague to discuss the junior faculty member's career progression, prospects, and potential strategies for advancement. During the workshop each candidate can receive advice from approximately four senior faculty members. Candidates 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](http://www.advance.gatech.edu)