Georgia Tech’s ADVANCE Program was co-led by Pinar Keskinocak (lead) and Beril Toktay in the fall, and Beril Toktay (lead) and Catherine Ross in the spring. The ADVANCE Professors acted on the findings of the Deans’ Reports and the Climate Survey to undertake a wide range of activities at the Institute-level and their respective colleges that advance the Equity, Diversity, and Excellence Initiative (EDEI) in parallel with continuing their scholarship.

**ADVANCE Professors by College**
- Mary Frank Fox, Ivan Allen College of Liberal Arts
- Pinar Keskinocak, College of Engineering
- Wing Suet Li, College of Sciences
- Dana Randall, College of Computing
- Catherine Ross, College of Design
- Beril Toktay, Scheller College of Business
Analysis of the Deans’ Reports and Follow Up Actions

ADVANCE Professors analyzed the Deans’ Reports for the 2014-2015 reporting period and presented the findings to Provost Bras and leaders from all colleges in September 2015. Data was presented on:

- Breakdown of Endowed Chairs by gender
- Presence of women in leadership/administrative positions at Georgia Tech
- Comparative data on the interview-to-acceptance pipeline for tenured and tenure-track positions
- Climate survey data as relates to collegiality and inclusion
- The prevalence of “diversity and inclusion” goals in college and school strategic plans

The leadership reaffirmed its commitment to progress on the first two bullets. There was agreement that:

- Data on the interview-to-acceptance pipeline is not centrally available and that there is value in making sure this data is collected consistently
- It would be valuable to pilot leadership development workshops for mid-level and senior faculty
- It would be valuable to do activities to enhance the sense of collegiality and inclusion on campus

ADVANCE Program professors acted on these three points as summarized below:

Action 1. Hiring Data Collection Template Development

ADVANCE Professors Keskinocak and Toktay engaged with Robert Thomas of the Institute for Leadership and Entrepreneurship (ILE) to design this workshop. This year, the workshop consisted of two three-hour sessions two months apart (the first in February 2016 and the second in April 2016) with participants taking the time between the sessions to work on an adaptive challenge in leadership development groups. The feedback was very positive again, and the workshops will be continued next year.

Action 2. Adaptive Leadership Workshop

ADVANCE Program professors collectively provided financial support for the development of an in-house workshop on leadership, with the goal of offering it repeatedly over time and reaching many faculty (particularly women and underrepresented minorities).

Action 3. Launching Bias Awareness Workshop

In the previous year, ADVANCE Professors provided financial support for a graduate assistant to assist Julie Ancis, Associate Vice President for Institute Diversity, in developing a Bias Awareness Workshop and ongoing input for the workshop materials and delivery. In this reporting period, they helped Ancis form a Faculty Advisory Committee, participated in the dry run of the workshop, and provided further input for its refinement. ADVANCE Professor Mary Frank Fox created a feedback/evaluation form for Ancis’ use after each workshop. The workshop was launched during the 2015-2016 academic year and was well-received. Of the 68 respondents, 87.5 percent said they were moderately or very likely to recommend the workshop to a colleague. Sixty-two percent of the respondents were men; 17.5 percent were at the Chair or Dean level.

Action 4. Bullying, Incivility, and Lack of Collegiality Workshop

This topic was first covered as a workshop during the Annual Diversity Symposium run by Institute Diversity in September.
attended the workshop, thought it was excellent, and she invited Pearl Alexander and Cheryl Cofield to lead a dialogue event on the topic, which was advertised as an Institute Diversity-ADVANCE Program joint workshop, and held in April 2016. Approximately 40 participants attended.

Participants explored the bullying, incivility, and “lack of collegiality” that fall short of legal or policy violations but, nevertheless, can have a dramatically negative impact in workplace and classroom environments. Participants were introduced to five bully prototypes and contemplated how they might reduce bullying and incivility in the workplace. The event was open to all faculty, staff, and students.

Most participants found the workshop very helpful in terms of identifying bullying behavior; however, they also pointed out that future workshops need to focus on effective strategies and best practices for dealing with bullying behavior. ADVANCE Professors initiated a dialogue between Human Resources and Institute Diversity and will follow up by co-organizing similar workshops/events, and facilitating a discussion on HR policies and practices.

**Action 5. Application Portal for Faculty Hires**

ADVANCE Professor Keskinocak initiated discussions with Sandi Bramblett, Leslie Sharp, and Kim Harrington in June 2016 to explore if and how quickly we may be able to take some concrete steps towards collecting applications for faculty positions in a centralized manner into a database. It is the ADVANCE Professors’ understanding that there is no unified, centralized, or systematic approach on campus for collecting applications for faculty positions. Some units do it via a web portal developed in house, others do it by email (with documents uploaded to T-square, or printed and filed into folders). A uniform, web-based portal would allow for an accurate view on pipeline data at different stages of the recruiting process, as well as reduce administrative burden on units.
JOINT PROJECTS
AND INSTITUTIONAL CONTRIBUTIONS OF THE TEAM

» Diversity Symposium
ADVANCE Professors participated as panelists at the Seventh Annual Diversity Symposium held by Institute Diversity. ADVANCE Professor Ross moderated the panel. The content was focused on describing the EDEI initiative and its implementation across the Institute.

» Reporting from the President’s Listening Sessions
In December 2015, President Peterson initiated listening sessions on gender diversity and inclusion that spanned faculty, staff, and students. ADVANCE Professor Toktay was invited to help organize the faculty listening groups and summarize their input in collaboration with Professor Annie Anton. This input has been folded into the recommendations to leadership by the working group led by Lynn Durham, and its long-term impact is pending at present. One immediate impact from the input to the President was that the Strategic Planning Advisory Group (SPAG) RFP for proposals aligned with the strategic plan. The RFP included “diversity, inclusion, and equity” as an evaluation criterion in submissions. This is a great step in signaling the commitment of Tech’s senior leadership to these principles.

» SPAG Proposal on Diversity and Inclusion
Following the inclusion of the “diversity, inclusion and equity” criterion in the SPAG RFP, ADVANCE Professors Keskinocak and Toktay were involved in co-leading a SPAG proposal with several colleagues explicitly focused on diversity and inclusion (DI). The proposed efforts aim to fundamentally move the conversation closer to the people on campus through initiatives for continuing to raise awareness and cross-constituent engagement on DI issues. The program’s overarching goal is to create awareness about DI by developing a positive and inclusive culture, cultivating a network of ambassadors, and creating an environment in which people feel safe, comfortable, and empowered to discuss DI. The three new initiatives in this proposal are (i) Diversity and Inclusion Councils; (ii) Fellows/Ambassadors Program; and (iii) Personal Narrative Library modeled after NPR’s StoryCorps. The proposal was funded and the work will kick off in August 2016.

» Campus-wide ADVANCE Lunches
The ADVANCE Professors organized two campus-wide lunch meetings (Keskinocak and Toktay in the fall and Randall and Ross in the spring, with Susan Cozzens as their guest) that brought together women faculty from various units on campus to explore cross-college networking and collaboration opportunities. The discussion included reporting on the Dean’s meeting and findings from ADVANCE Program’s data collection efforts, President’s listening sessions, and other ADVANCE/diversity initiatives that took place or were initiated this year, and soliciting feedback from the faculty regarding future programs. The event was open to all tenured or tenure-track women faculty on campus.
Communications Event
ADVANCE Professor Keskinocak organized a campus-wide interactive workshop with experts from Institute Communications discussing interviews with journalists (print, radio, TV, and web) and writing op-eds. They explained the services offered by Institute Communications, including formal media training. They also talked about Institute opportunities to promote research – the Amplifier expert blog, Research Horizons, and the TECH+knowledge+Y video series – and ways to connect with a more general audience. The event was open to all faculty, staff, and students and attracted about 50 participants.

ADVANCE Program Website
ADVANCE Professor Randall collaborated with Institute Diversity Associate Vice President Julie Ancis and Institute Diversity Communications Manager Annette Filliat to determine the content and scope of the revamped EDEI and ADVANCE Program websites, and the ADVANCE Program brochure. In particular, the ADVANCE Program website was very dated and required extensive work to capture the present day focus and activities of the ADVANCE team.
IEEE/WIE Women’s Leadership Summit
The summit is planned for November in Atlanta (see wielead.org for preliminary info on the summit). ADVANCE Professor Randall took the lead in contributing to the organization of the summit, contributing to its quality and success, and also ensuring Georgia Tech’s strong presence among the panels and participants. Thanks to the ADVANCE Professors’ contributions (in service and financial), “Georgia Tech ADVANCE” will be an official partner for the summit. Randall has secured $5K from Microsoft to fully support the participation of 15 Georgia Tech students and will lead an internal competition to select them.

Inter-University Collaborations
The University of Alabama-Huntsville reached out to ADVANCE Professor Fox to solicit the support from Georgia Tech’s ADVANCE Program in their proposal submitted to NSF. She supported this effort by providing research background on institutional transformation and the advancement of women faculty; and sharing expertise on institutional practices and policies to support women faculty. ADVANCE Professors agreed to serve in a continuing advisory role toward support of the success of their ADVANCE initiative, if funded.