Northeastern ADVANCE is closely aligned with the University’s move toward interdisciplinary scholarship and increased global engagement and implements activities designed to:

- Engage university leadership in the design and implementation of ADVANCE activities to enhance improved faculty in practice development;
- Support faculty search committees in proactive Recruitment;
- Provide opportunities for women faculty to expand and strengthen professional networks with an eye on Retention and Advancement.

**Northeastern ADVANCE**

Northeastern ADVANCE has set the goal to increase the participation of women faculty in international research collaborations. To facilitate this, ADVANCE is sponsoring events related to conducting international research and securing funding, as well as events that stimulate exchange between international visitors and our faculty. Additionally, we are conducting research on gender and international and interdisciplinary research networks of Northeastern faculty.

The first component of Northeastern ADVANCE’s research will look into women and international collaboration. This research will specifically study gender-specific opportunities and barriers to international research collaborations. Interviews and focus groups will be conducted with faculty and administrators about their experiences and views on the importance, rewards, and hurdles of international research collaborations.

The second component of our work is international network research. This project involves the collection of CVs of Northeastern faculty to map international research networks of faculty.

**Leadership Engagement**

Northeastern University leadership is committed to the ADVANCE initiatives and goals. By working with the university leadership, ADVANCE is working to create awareness about best practices for faculty recruitment and development to promote a climate that encourages success for faculty, in particular women, and to prepare rising leaders for future administrative or research leadership positions.

**Recruitment**

In 2007, 18% of STEM and SS faculty at Northeastern were women. Northeastern is growing and anticipates recruiting more than 200 faculty members over the next 5 to 8 years with up to 150 of them in STEM or SS fields. During this time, both ADVANCE and its Michigan-inspired STRIDE Committee will work to increase the recruitment of women in academic positions in the natural and social sciences, engineering and mathematics. In addition to the efforts of STRIDE, Northeastern will also host a series of Interdisciplinary Networking Workshops for senior graduate students and post-doctoral researchers searching for faculty positions.

**Interdisciplinary Networking Workshops**

Interdisciplinary Networking Workshops serve as a forum for outstanding women and minority graduate students and post-doctoral researchers to present research and interact with faculty. Additionally, the workshops offer information to help prepare these participants for future faculty positions. Each workshop is thematic and offered in conjunction with major interdisciplinary center and industry activities on campus. Partners for our first year included NSF-funded Engineering Research Center for Subsurface Sensing and Imaging Systems (Gordon-CentSI) and Nanoscience Science and Engineering Center for High-rate Nanomanufacturing (CHN). As of October 2009, 45 participants have attended Northeastern ADVANCE’s workshops.