Institutionalization of ADVANCE

Jan Rinehart
Executive Director
Rice University ADVANCE
Round 3 Award
• Begin planning from the beginning
• Know institutional and climate data that explains why you are doing what you are doing
• Assemble a leadership team that represents the offices where you want the program to be when it is institutionalized
• Publicize what you do and why it is successful
• Engage with partners on campus
• Institutionalize programs quickly, don’t wait till the end
Institutionalization of ADVANCE

Patrice McDermott
Vice Provost for Faculty Affairs
Lead Co-PI ADVANCE IT
Round 2 Award
University of Maryland Baltimore County

www.umbc.edu
UMBC ADVANCE Program – Round 2 Award

Sustaining Change

- Key elements must be embedded in core institutional structures and funding mechanisms.
- Create critical mass – individuals (including “change catalysts”), programs, initiatives, and policies to gain institutional weight.
- Leverage institutional authority of existing policies.
- Engagement, incentives, and accountability at all levels of the institution.
- Develop systematic institutional data collection for making decisions and tracking progress.
- Provide resourced “targeted structures” to represent and support interests of the affected constituency.
Institutionalization of ADVANCE

Eve Riskin
Associate Dean of Engineering
Director, ADVANCE CIC
Round 1 Award
University of Washington
• Start thinking NOW about it
• Make yourselves indispensable
• Know who your fans are
• Approach Deans & Provost/CAO
• May need to expand your efforts
• Say NO to people who don’t pay
• PAID is work-added so need to be passionate about the topic