**Objective**

Funded by a five-year National Science Foundation ADVANCE award, the objective of the Earth Institute ADVANCE program at Columbia is to increase the recruitment, retention, and advancement of women scientists and engineers at the university.

**Constituents**

Faculty and research scientists in the departments and centers affiliated with the Earth Institute and the Lamont-Doherty Earth Observatory, the Fu Foundation School of Engineering and Applied Science, and the Natural Sciences at Columbia. The program works closely with the Vice Provost for Diversity Initiatives to expand successful ADVANCE initiatives to other parts of the University.

**Initiatives**

**Changing the Demographics**

- Marie Tharp Visiting Fellowship for distinguished women scientists
- Workshops for department chairs and search committees on best practices for recruiting women scholars
- Departmental transformation awards to increase the number of women visiting scientists and to support recruitment and retention efforts

**Cultivating an Environment that Attracts, Fosters, and Promotes Women Leaders**

- Support for women scholars in the form of workshop leadership awards and research productivity grants during life transitions
- Workshops for untenured faculty
- Lamont Women’s Forum - provides networking and professional development opportunities for women scientists at the Lamont campus.

**Stimulating an Institutional Culture Shift Using Behavioral and Social Science Research**

- Symposium and ongoing lectures series on the Science of Diversity
- Presidential lectures with eminent university leaders who have had an impact on diversity at other institutions
- Research project on the long-term effects of stereotype threat on women scientists
- Workshop on “Women, Minorities and Interdisciplinarity”
- Workshop on “Women, Work, and the Academy,” co-sponsored with Barnard College

**Progress & Results**

The ADVANCE grant was awarded to the Earth Institute in June 2004. Since that time:

- The proportion of women among new hires has increased from 17% to 50% in the School of Engineering and 13% to 50% in the Natural Sciences.
- The proportion of women on the junior research staff at the Lamont campus has increased from 14% to 20%.
- The program has funded six Marie Tharp Visiting Fellows, one of whom is being recruited by Columbia for a faculty position.
Institutionalization

- A number of ADVANCE initiatives, including the workshop awards and the Tharp visiting fellowship, are being institutionalized through the Vice Provost of Diversity. In 2007, the ADVANCE Associate Director began working part-time in the Vice Provost’s office.
- ADVANCE created two support positions that will become permanent: the Assistant Dean for Faculty Development and Diversity in the School of Engineering and the Assistant Director for Academic Affairs and Diversity at the Lamont-Doherty Earth Observatory.
- In 2007 the ADVANCE childcare award became institutionalized through the university’s new back-up care program.

Products

- Climate survey reports
- STRIDE Proposal for Recruiting and Retaining Dual-Career Academic Couples
- Best Practices for Search Committees
- Annotated bibliographies on gender bias and research productivity
- Candidate evaluation form (adapted from the University of Michigan ADVANCE program)
- EI ADVANCE website and brochure

Publications


Bell et al. (2005). *An experiment in institutional transformation: The NSF ADVANCE Program for women at the Earth Institute at Columbia University*, *Oceanography Magazine*, 18 (1), 25-34


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