

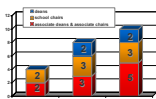
### Georgia Tech's ADVANCE Program

The NSF ADVANCE Institutional Transformation Program at Georgia Tech takes an integrated approach to institutional factors that support the full participation and advancement of women, and provides a model of best practices in academic science and engineering—constituting the core intellectual merit and broader impacts of the initiative.

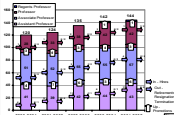
#### Initiatives

- Developing an inter-college network of termed professorships that promote goals of ADVANCE.
- Institutionalizing a formal training process to raise awareness of bias in evaluation.
- Collecting and using resource-allocation data to track equity and develop best practices.
- Holding annual retreats of women faculty, provosts, deans and school chairs to review and refine goals and progress.
- Strengthening and extending the scope and impact of family-friendly practices.
- Defining problems, issues, and strategies for advancement.

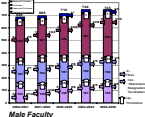
#### Female Faculty in Administrative Positions



#### Faculty Flux Charts



#### Female Faculty



#### The GT-NSF ADVANCE Team

- Principal Investigator:** Jean-Lou Chameau, Provost and Vice President for Academic Affairs
- Co-Principal Investigators:** Mary Frank Fox, NSF ADVANCE Professor, School of Public Policy and Co-director, Center for Study of Women, Science, and Technology (WST); Mary Lynn Russell, Associate Professor, School of Public Policy; Sue Rosner, Professor and Ivan Allen College Dean's Chair of Technology and the Liberal Arts and Dean of Ivan Allen College
- ADVANCE Professors:** Jane Annema, NSF ADVANCE Professor, College of Engineering; Mary Frank Fox, NSF ADVANCE Professor, Ivan Allen College; Mai-Yi Chen, NSF ADVANCE Professor, College of Science; Mary Ann Henkel, NSF ADVANCE Professor, College of Consulting
- Emerging Editor and ADEPT Coordinator:** Carol Colvella, Professor, School of Literature, Communication and Culture and Co-director, WST
- Director:** Mary Lynn Russell, Associate Professor and Co-director, WST
- Program Coordinator:** Angela Sharter

## Georgia Tech-NSF ADVANCE Institutional Transformation Program

### ADVANCE Research

Led by Dr. Mary Frank Fox, the ADVANCE Research program focuses upon organizational facilitators and barriers in advancement, as they may operate in teaching and research, work environments, processes of evaluation, and household/family arrangements.

- Surveyed all GT women faculty and a representative sample of male faculty in NSF-related disciplines (with a 76% overall response rate)
- Surveyed female and male faculty in similar disciplines at eight peer institutions (65% response rate)
- Interviewed 20 GT female faculty members

#### Findings from Surveys of GT Faculty Compared to Faculty at Peer Institutions Show:

1. Common areas: Consistent gender difference in speaking about research with faculty in home units – with men more likely than women to speak daily.
2. Areas in which GT may stand to improve relative to peers:
  - a. characterizations of home units as being exciting, creative, and fair;
  - b. ratings of aspects of units and positions, as in allocations of space and recognition of faculty by College administration.
3. Areas in which GT is way ahead: chairs reviewing performance with faculty on annual basis.

#### Findings from Interviews with GT Women Faculty Indicate that:

1. The most important, reported aspects of:
  - a. "having an academic career,"
  - b. meanings of "success," and
  - c. levels/areas of "satisfaction" converge on autonomy and impact in research, and impact on students.
2. Participation in "decision making" in unit/institute is a complex issue fraught with expressions of "tension and stress."
3. The means for advancement from associate to full professor – compared to those for assistant to associate – are less known, less understood, and viewed as somewhat beyond the "control" of faculty.

### Family-Friendly Initiatives Implemented

- Active Services Modified Duties Procedure to enable flexible work schedule and teaching release
- Stopping the Tenure Clock and Leave of Absence
- R. Kirk Landon Learning Center, Bright Horizons facility for 120 children of Georgia Tech employees and Home Park neighborhood
- Nursing Mom Centers at 3 campus locations

### Impact



### Advantages

- People develop better ideas when they know you are going to implement them
  - People "buy in" when they have contributed to the solution
  - Format gives a good balance of "venting/expressing" with generation of "actions"
- Outcomes**
- Faculty and administrators develop solutions together
  - Group interaction builds networks across campus
  - Leverage best practices across the entire campus

### Building Networks at Georgia Tech

The ADVANCE Professors and the Center for the Study of Women, Science and Technology (WST) sponsor cross-college and inter-college networks, including lunches and workshops on:

- grants and funding
- interdisciplinary teams in research
- women in higher education
- family – work issues
- promotion and tenure
- career coaching
- research productivity
- advice from successful women faculty
- celebrating successes



### Annual Conference

- A key activity of the GT-NSF ADVANCE Program. The 2005 conference included:
  - ADVANCE Research presentation and discussion
  - Presentation and discussion of Promotion Tenure Advance Committee (PTAC) research, best practices reports, and surveys
  - The opportunity for individual use of Awareness of Decisions in Evaluation of Promotion and Tenure (ADEPT) computer tool, built on PTAC and ADVANCE research

### Comments from Conference Participants

*"This conference and ADVANCE effort attest to the changes in the culture with regard to the full participation, advancement and retention of women in academic science and engineering of your institution!"*  
Associate Professor

- Career coaching session bringing together faculty who had served on P and T committees to review CV's of interested female faculty participants. Each faculty/coach team spoke for 20 minutes. Each faculty participant received input from four or five coaches.
- Break-out groups discussions developing action items related to research productivity and performance, advancement beyond tenure, and workload/balancing career and family.
- Plenary session on institutionalizing ADVANCE

*"I saw my c.v. through the eyes of faculty in other colleges/departments/disciplines. Helpful!"*  
Associate Professor

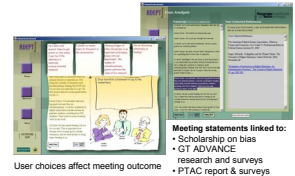
*"A lot has happened here at Georgia Tech in a short period of time. I hope it is sustained!"*  
Assistant Professor

### Significant Accomplishment: ADEPT

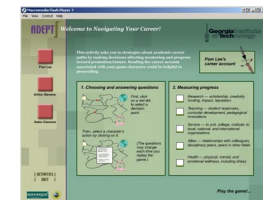
**Awareness of Decisions in Evaluating Promotion and Tenure**  
Interactive Computer Instrument to Reduce Bias in Evaluation



### Simulated Meeting and Follow Up Analysis



**Navigating Your Career: an activity to promote mentoring and career planning**



### ADEPT Implementation

- ADEPT available at <http://www.adept.gatech.edu>
- Cases discussed at 2003 and 2005 GT ADVANCE conferences
- In 2004 and 2005, ADEPT website and instrument demonstrated at GT ADVANCE conferences, at Georgia Tech and other universities, and national conferences
- Cases and ADEPT activities implemented at Georgia Tech in 2004-2005 in college-level and unit-level evaluation committees as opportunities for discussion prior to consideration of real cases

*"The ADEPT tool was very useful in broadening awareness and perspectives of the college-level P&T committee."*  
Administrator responsible for P&T College-Level Committee