

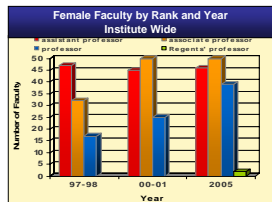
Objective

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

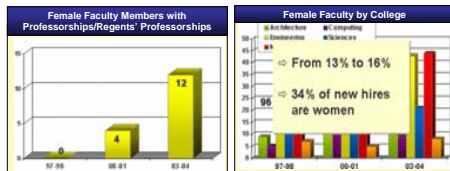
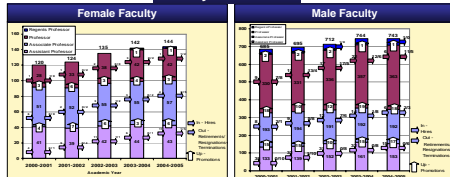
Initiatives

- 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 conferences** for women faculty with chairs, deans, and provost to review goals and progress
- Strengthening and extending the scope and impact of **family-friendly practices**
- Defining problems, issues, and strategies for **advancement through research**

Tracking Equity



Faculty Flux Charts



Georgia Tech 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)
Sue V. Rosser
Dean of Ivan Allen College

NSF ADVANCE Professors 2002 – 2006
Jane Ammons, College of Engineering
Mei-Yin Chou, College of Sciences
Mary Frank Fox, Ivan Allen
Mary Jean Harrold, College of Computing

Program Director and ADEPT Coordinator
Carol Coltrella, Professor, School of Literature, Communication and Culture

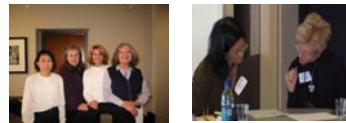
Program Coordinator
Angela Shartar

Georgia Tech-NSF ADVANCE Institutional Transformation Program

Building Inter-College 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 admin
- family – work issues
- promotion and tenure
- career coaching
- research productivity
- advice from successful women faculty
- celebrating successes



Family-Friendly Initiatives Implemented

- Active Services Modified Duties Program enables 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 neighbors

- Nursing Mom Centers at campus locations

- Office of Faculty Career Development Services formed



Annual Conference

Key activities of the Georgia Tech-NSF ADVANCE Program, 2002-2006 conferences included:

- ADVANCE Research presentation and discussion
- Career Coaching for junior and senior faculty bringing together faculty who have previously served on promotion and tenure committees to review CV's of interested female faculty. Each faculty/coach team spoke for 20 minutes. Each faculty participant received input from four or five coaches.
- The opportunity for individual use of Awareness of Decisions in Evaluation of Promotion and Tenure (ADEPT) computer tool, built on PTAC and ADVANCE research, in 2003, 2004, 2005.
- Break-out groups at 2002, 2003, 2004, and 2005 conferences developed action items related to research productivity and performance, advancement beyond tenure, and workload/balancing career and family.
- Plenary session on institutionalizing ADVANCE



Conference Impact

Conference Breakout Groups

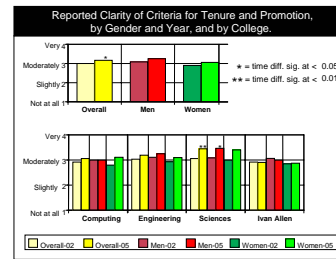
Identify best practices
Identify barriers to success
Make recommendations

Implement their recommendations

ADVANCE Research

Led by Dr. Mary Frank Fox, the Georgia Tech 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. Dr. Fox and her team:

- Surveyed all GT women faculty and a representative sample of male faculty in NSF-related disciplines in base line survey (76% response rate)
- Surveyed female and male faculty in similar disciplines at eight peer institutions (65% response rate)
- Interviewed 20 GT female faculty members on issues of participation, performance and advancement.
- Surveyed GT women faculty and a representative sample of male faculty, in follow-up to the base-line survey to assess areas of change/stability and awareness of and participation in the GT ADVANCE Program (71.4% response rate)



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 at your institution]."
Associate Professor

"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 Part of a Training Process for Faculty



Simulated Meeting and Follow Up Analysis

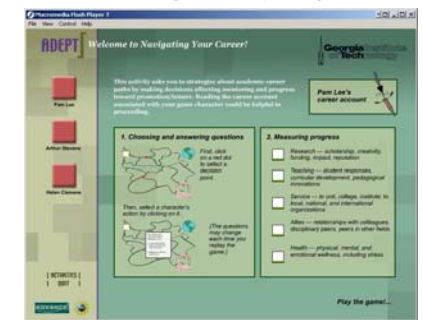
User choices affect meeting outcome



Meeting statements linked to:

- Scholarship on bias
- GT ADVANCE research and surveys
- Promotion and Tenure ADVANCE Committee report and survey

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



ADEPT Implementation

ADEPT available at www.adept.gatech.edu

- Cases discussed at 2003 and 2005 GT ADVANCE conferences
- In 2004, 2005, and 2006, 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 2004-05 in college-level and in 2005-06 in 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