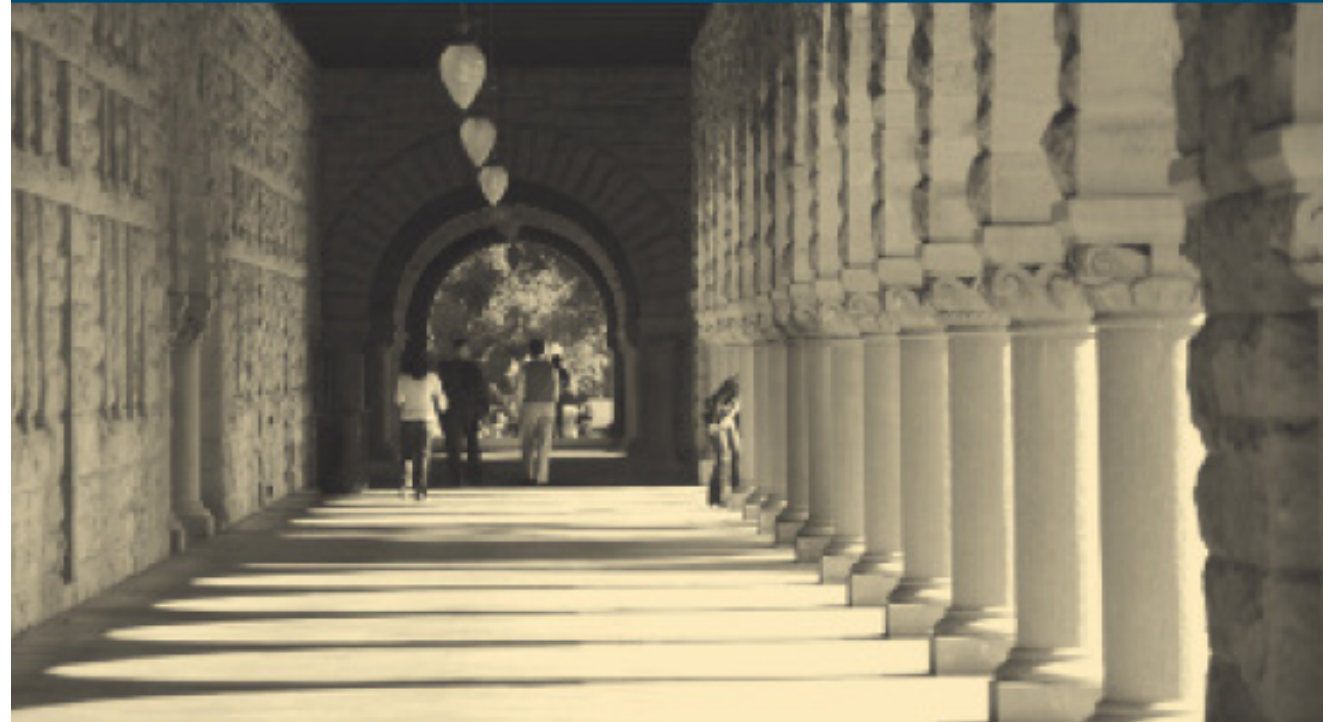




# ADVANCE



Increasing the Participation and  
Advancement of Women in Academic  
Science and Engineering Careers

# Background

- **Goal:** To increase the representation and advancement of women in academic science and engineering careers, thereby contributing to the development of a more diverse science and engineering workforce.
- **Progress:** Since 2001, the NSF has invested over \$135M to support ADVANCE projects at >100 institutions of higher education and STEM-related not-for-profit organizations in 41 states, the District of Columbia, and Puerto Rico.

# Background

- The precursor to ADVANCE at NSF was the Professional Opportunities for Women in Research and Education (POWRE)
  - An individual fellowship program designed to foster professional growth during the tenure-track years and increase the pool of women role models in STEM
  - Did not create institutional change or help women integrate work and family life

# Types of ADVANCE grants

## **Institutional Transformation (IT)**

- Innovative and systemic organizational approaches to transform institutions of higher education in ways that will increase the participation and advancement of women in STEM academic careers.

## **Institutional Transformation Catalyst (IT-Catalyst)**

- Support historically resource-challenged institutions in their efforts to conduct institutional self-assessment activities in order to identify specific issues in the recruitment, retention and promotion of women faculty in STEM disciplines.

## **Partnerships for Adaptation, Implementation, and Dissemination (PAID)**

- Support the analysis, adaptation, use and dissemination of existing innovative materials and practices that have been demonstrated to be effective in increasing representation and participation of women in STEM academic careers.

# ADVANCE in the Big 10+

- IT Awards
  - Michigan, Wisconsin (2001)
  - UMBC (2003)
  - Michigan State, Ohio State, Purdue, Nebraska (2008)
- IT-Catalyst
  - Minnesota (Duluth) and Wisconsin (LaCrosse)
- PAID
  - Penn State, Michigan, Wisconsin, Nebraska