



**NSF ADVANCE: Institutional Transformation
Texas A&M University**

**Year 1, Interim Report 2
January 1, 2011 – March 30, 2011**

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PROGRAM

Summary: During the Second Quarter (Q2) of Year 1, the ADVANCE Center for Women Faculty at Texas A&M made progress on all aspects of the program. Our External Advisor, Sandra Laursen, visited campus on January 10 to provide us with critical input and advise us on start-up efforts. Our Internal Advisory Board (IAB) met for the first time on January 19 and was chaired by the then Interim Provost and ADVANCE Co-PI, Karan Watson (now Provost). The IAB was given an overview of the ADVANCE program and provided institutional and College insight. We completed our search for a new Director by hiring Christine Kaunas; Ms. Kaunas started February 7. On March 1 we hosted our NSF Program Officer for the six month site visit during which she met with our budget team, Planning Committee, Internal Advisory Board, Activity Leaders, and women STEM faculty. It should also be noted that during Q2 the Center became fully operational, the vast majority of committees were populated, and the Planning Committee continued to meet weekly to discuss activity progress, the social science studies, and the evaluation portions of the program. Further, Dr. Sherry Yennello and Ms. Kaunas worked internally to update the budget which is scheduled for resubmission at the beginning of Q3, headway was made on Version 2.0 of the program website, and required NSF reporting was accomplished.

Engaging the ADVANCE Community: In order to gain further program visibility, Dr. Yennello and Ms. Kaunas presented the ADVANCE program to the Work-Life Balance Committee in the Office of the VP and Associate Provost for Diversity (February 23), the Council of Principal Investigators (March 9), and women STEM faculty from the Colleges of Liberal Arts (February 28), Agriculture (March 7), and Engineering (March 30). Dr. Yennello and Ms. Kaunas also attended the March 24 workshop "Engaging Men in Gender Initiatives: What Change Agents Should Know" hosted by the Rice University ADVANCE Leadership Committee. Additionally, Dr. Yennello, Ms. Kaunas, and Linda Stelly continued their monthly AIM meetings.

Upcoming Events: Ms. Kaunas plans to present the ADVANCE program to women STEM faculty in the Colleges of Science and Geosciences. The ADVANCE Center is supporting the Dean of Faculties incivility workshops which target administrators and faculty; these workshops are scheduled for April 7. The recipients of the ADVANCE award will be honored at the Women's Faculty Network on April 28. Preparation is underway for the first External Advisory Board Meeting planned for June 1. Ms. Kaunas will attend JAM June 6-9.

Becky Thompson and Amber Smittick, two Research Assistants who are members of the social science team, will provide an overview of the Texas A&M's ADVANCE activities at the American Psychological Association's Psychologically Healthy Workplace Conference on April 8, 2011 in Chicago, IL.

Stephanie Payne, Becky Thompson, and Amanda Pesonen will be presenting a poster entitled "Mentoring in Academia: Who Needs It?" at the Society for Industrial and Organizational Psychology conference on April 15, 2011 in Chicago, IL. This poster is based on a paper that examines the 2009 faculty climate data and looks specifically at STEM women faculty.

ACTIVITIES

Summary: Ms. Kaunas set out to meet with each committee (at least the Activity Co-Chair, Activity Leader, and members of the Social Science Studies and Evaluation teams) to assist in moving the activities forward. At this point, the greatest challenge to further activity progress is identifying times when a majority of committee members are able to meet. That said, only three committees were unable to meet in Q2: Staff Development Training, Student Diversity Workshops, and Eminent Speaker Series. Staff Development is scheduled to meet April 7 and we are close to identifying times for Student Diversity and Eminent Speaker Series committees to meet.

CLIMATE CHANGE

Department Head Workshops – The committee for this activity is currently gathering and reviewing existing Department Head and mediation training conducted through the Dean of Faculties office to formulate content updates for the next Department Head training in August, 2011 and aid in furthering training through the Department Head Council throughout the academic year.

Staff Development Training – This committee began gathering existing staff training materials and is scheduled to meet the first part of April to discuss content modification. They will continue to work with Human Resources during calendar year 2011 and plan a small pilot program in the fall of 2011 with full implementation in Spring, 2012.

Student Diversity Workshops – The TAMU Department of Performance Studies submitted a detailed proposal to this committee for a “theater troupe for social change”. The committee is scheduled to meet to discuss this proposal on April 7 and will address issues related to content and location for the proposed guerrilla theater performances which will likely begin in fall of 2011.

Merit Pool Incentives – Due to the current fiscal climate at Texas A&M, this activity is on hold and will be readdressed as new budget information becomes available. The first funds, however, will likely be allocated in fall of 2012.

Departmental Mini Grants – A Request for Proposal was disseminated via email and the ADVANCE website on February 22. Proposals were due on March 21; twelve were received. The committee met to review the proposals and selected six for funding. Overall, the committee favored proposals that seek to assess the working climate and address the problems identified through the use of outside speakers and mediators as well as the use of networking and support groups. Full awards will be made to the Departments of Anthropology, Chemical Engineering, Mechanical Engineering, and Oceanography while partial awards will be made to the Bioengineering Department and a cross-departmental effort in Agriculture. The Notice of Awards will take place in April. Dissemination of funds will be in July. The next RFP will be announced in 2012.

SUCCESS ENHANCEMENT

ADVANCE Scholar Program – This committee established a list of eligible women STEM faculty of color and completed a draft of the application to the ADVANCE Scholar Program. They are scheduled to meet again in April to finalize the application and disseminate.

Rotating Administrator Program – A new leader, José Luis Bermúdez (Dean of the College of Liberal Arts), took responsibility for this activity after the last quarterly report. During Q2, Dean Bermúdez finalized the composition of his committee and created a Rotating Administrator position within the College of Liberal Arts -- Associate Dean of Research. The committee is slated to meet in April to discuss process as well as another position proposed by the Dean of Faculties -- Associate Dean for Academic Freedom and Faculty Governance.

Success Circles – Three Success Circle activities were initiated during the second quarter. Four teams were formed to participate in Walk Across Texas, an 8-week fitness program. Two workshops occurred as well: one on Teaching with Technology took place on February 8 and one on negotiation skills occurred on March 7. Many of the attendees to the negotiation workshop plan to meet again to discuss a book related to negotiation. The next Success Circle activity is scheduled for April 18; the topic is lab management.

Eminent Speaker Series – Scheduling of this committee's first meeting is currently underway.

RECRUITMENT AND RETENTION

Workshops for Future Women Faculty – A new leader, Ben Wu, was identified for this activity during Q2. Dr. Wu is an Associate Dean in the Dean of Faculties Office. This committee held a Skype meeting with Jan Rinehardt at Rice University to discuss successes and lessons learned from their Future Women Faculty Workshops. The committee plans to meet in early Q3 to move this effort further along.

Award and Search Committee Training – The Activity Leader met with Dr. Autenrieth and Ms. Kaunas and is currently working to finalize the committee. Linda Stelly started surveying participating Colleges for Search Committee guidelines and began a database of awards by discipline. Further, this committee is reviewing existing Department Head training in order to identify areas for augmentation.

Target-of-Opportunity Speaker Series – This committee met and is currently working with departments to identify potential speakers.

Faculty Recognition – The Faculty Recognition Committee is currently identifying awards for women STEM faculty. They are also working to recognize all newly promoted women STEM faculty.

SOCIAL SCIENCE STUDIES & EVALUATION

Summary: The Social Science Studies team has met regularly to discuss progress on each of the six studies. The Evaluation team worked closely with appropriate departments to start collecting space allocation data for STEM faculty in spring 2011 (and annually thereafter) and to develop a consistent database on the start-up packages of newly hired faculty (likely ready for analysis in late spring 2011). Additionally, the Director, the Evaluation team, and the Social Science Studies team met on March 4 to discuss progress related to IRB, survey instruments, evaluation plans, participant tracking, and the next Climate Change Survey which is tentatively scheduled for fall of 2012. Another meeting of this group is scheduled for April 22.

SOCIAL SCIENCE STUDIES

A. Reducing Staff & Student Implicit Biases: Campus Climate Perceptions before and after Diversity Workshops and Training - The longitudinal faculty climate study will consist of surveys assessing STEM women faculty's perceptions of personal and vicarious experiences of disrespect from undergraduate students and staff before and after the Student Diversity Workshops and Staff Development Workshops are instituted. The next faculty climate survey is tentatively scheduled for fall of 2012. In an effort to get staff buy-in for the need for (staff→faculty) incivility training, we have developed a (faculty → staff) incivility survey and are currently seeking Institutional Review Board approval to administer this survey to all staff at the university.

B. Reducing Student Implicit Biases: Analysis of Course Evaluations before and after Student Diversity Workshops - We have obtained a master list of faculty with demographic variables from the Dean of Faculties office so we can devise a stratified random sampling plan that considers sex, ethnicity, rank, course level, and course size. We are developing a coding rubric based on the implicit bias literature so we can code qualitative comments. We have gathered evaluation data from one department for one semester and are conducting some initial coding and analyses. Evaluations conducted prior to the Student Diversity Workshops will serve as pre-test data.

C. Success Circles: Nurturing STEM Women Faculty through Group Mentoring - The best way to bring women faculty with a common interest together and facilitate a continuation of this group is currently being explored. Our first effort involved hosting a workshop on Teaching with Technology on February 8, 2011. Seventeen people provided reactionary data. The second effort involved hosting a workshop on Negotiation on March 7, 2011. Eighteen people provided reactionary data and eight of those individuals expressed an interest in reading a negotiation book and meeting again to discuss the book. A third event is scheduled for April 18 on lab management.

D. Advancing Women into Leadership Positions: Effectiveness of the Rotating Administrator's Program - The rotating administrator program interviews have been designed and approved by IRB. The study of the rotating administrator program will include multiple interviews with both the woman administrator (at the start, middle, and end of the administrative assignment) and her colleagues (at the start and end of the assignment). Women administrators will be asked about their perceptions of administrative assignments, work-life balance, and women's leadership roles in academia, with the goal of assessing changes in these over the term of the assignment. The rotating administrators' colleagues will be asked about their perceptions of women as administrators and leaders in academia, with the goal of assessing changes in these over the term of the assignment. The first interviews are planned for May-June 2011.

E. Repairing the Leaky Pipeline: Workshops for Future Women Faculty - The longitudinal survey of post-docs examines the extent to which negotiation skill training included in the Workshops for Future Women Faculty enhances women STEM faculty's self-efficacy for negotiation. Institutional Review Board (IRB) approval has been attained and we are currently designing the survey and beginning to organize the workshop.

F. Improving Selection and Promotion of STEM Women Faculty: Reducing Biases in People Serving on Search and Award Committees - Pre-test materials for the search committee training are being developed, with the goal of submitting a revised proposal to IRB in June and launching pre-testing in the summer. Training is planned for August 2011. New training content is being developed in the Dean of Faculties office. The search committee training experiment will empirically evaluate implicit and explicit biases and attitudes toward women candidates. Using quasi-experimental research designs, we will evaluate trainees pre- and post-training. We will also compare the attitudes and biases of people who attend training with those who do not.

EVALUATION

NSF indicators

1	Number and Percent of Women Tenured and Tenure Track Faculty in Science/Engineering by Rank and Department	Completed
2	Fall 2010 STEM and SBS Departmental Faculty Gender Composition	Completed
3	Tenure Review Outcomes by Gender – STEM Fields	33% complete
4a	Promotion Review Outcomes by Gender: Assistant to Associate Professor – STEM Fields	33% complete
4b	Promotion Review Outcomes by Gender: Associate to Full Professor – STEM Fields	33% complete
5a	Years in Rank at the Associate Professor Level for STEM and SBS Faculty Hired as Assistant Professors	20% complete
5b	Years in Rank at the Associate Professor Level for STEM and SBS Faculty Hired as Associate Professors	20% complete
6	Voluntary, Non-Retirement Attrition, by Rank and Gender, year	Source of data has been established
7	New-Hires in STEM and SBS, year	Source of data has been established
8	Faculty Leadership Positions	Unsure
9	Salary	Data acquired, analysis in process of being finalized
10	Space	Institutional Process being established
11	Start-up	Not required annually