

Interim Report for NSF ADVANCE Program, September 1 to November 30, 2011
Lehigh ADVANCE: Building Community Beyond Academic Departments

I. Significant Accomplishments: Project Activities

A. Social Science Research: Gender and Interdisciplinarity

During this quarter, the Social Science Research Team of Diane Hyland, Jackie Krasas, and Wendy Abrantes completed initial analyses of the Lehigh University ADVANCE BASELINE Survey AND analysis of responses from 10 research-intensive mid-sized universities to answer our research questions about gender and interdisciplinary research attitudes and perceptions. Various types of dissemination of this information (internal and external) have begun.

Internally, the first draft report of the Lehigh BASELINE Survey was prepared and shared with the Leadership Team and the Internal Advisory Committee. The IAC and LT provided comments, and a second draft of the report is being prepared. Decisions about key messages to communicate and any additional actions to take via ADVANCE to address potential challenges identified through this survey will be made following the completion of the report. Additionally, relevant results were shared with faculty mentors participating in the Interdisciplinary Networking Committee program, and were also discussed during LU-WISE luncheons. The multi-site research study findings were shared during the Women's Studies Faculty Research Forum on November 4, 2011.

Externally, Lehigh ADVANCE submitted an abstract and prepared a [poster](#) based on the multi-site research study for the AWIS-NSF ADVANCE conference in Alexandria, VA, November 13-15, titled "The Gendering of Interdisciplinary and Collaborative Scholarship in Ten Private, Mid-Sized Research Universities." An abstract was also accepted for an oral presentation as part of the Sociologists for Women in Society Meeting, February 2-5, 2012, "Toward a Feminist Institution: Transforming the Academy."

B. Women in Science and Engineering (LU-WISE) and Lehigh Open Access Database (iWISSEN)

Three LU-WISE luncheons were scheduled for Fall Semester and all touch on the theme of interdisciplinarity. On September 30, Lehigh President Dr. Alice Gast joined 23 other women and discussed her role as U.S. Science Envoy, while commenting on roles of women in science in other countries, and interdisciplinary science abroad. This luncheon also provided an opportunity to discuss the baseline survey data. A web site story summarizes the luncheon: [LU-WISE Luncheon September 30, 2011](#).

During the October 27th Luncheon, 12 faculty discussed the under-representation of women as award winners, based on the "<http://www.raiseproject.org>" initiative. Consensus was generated on the need to nominate more STEM women for institutional and national awards and recognitions. Sibel Pamukcu, co-Director, co-PI, also shared her perspective on the value of the expert database "iWISSEN" explaining that the database is essentially ready to be populated with comprehensive information about skills, expertise, and areas of potential collaboration to aid with networking and partnerships. LU-WISE was sent reminders to populate the database with their information.

The last luncheon of the semester will be held December 2, 2011 and Dr. Dena Davis, Presidential Chair in Health Sciences, Humanities and Social Sciences, will discuss her role at Lehigh and her research interests, and we will continue talking about challenges and successes with collaborative and interdisciplinary scholarship. At the time of this report, 18 women faculty in STEM are registered to participate.

C. Women's Studies Programs

Women's Studies and ADVANCE co-hosted Dr. Lise Eliot from the Department of Neuroscience at the Chicago Medical School on October 27-28th. She spoke about her book: *Pink Brain, Blue Brain*: <http://www.liseeliot.com/> providing a neuroscientific look at the nature/nurture question and the neuroplasticity of babies' brains. A large evening lecture was held on October 27th; it was open to the campus and approximately 125 people (faculty, staff and students) attended. This was followed by a student meet & greet program in which the speaker met with a handful of students from different majors. The following day, 35 faculty, graduate students, post-docs and administrators participated in a smaller seminar focused on the neurosocial implications of this research on STEM careers. Communication strategy was important to the success of the public lecture and involved the Women's Studies Program Coordinator, Grace Wong. Lehigh ADVANCE is developing ways to extend the conversation from this and other programs to expand the awareness of issues important to ADVANCE.

D. Recruitment Strategies

At the beginning of the fall semester, the newly developed booklet entitled "*Faculty Recruitment: Best Practices for Diversity and Excellence*," was distributed to all Lehigh faculty and was posted online at: <https://advance.cc.lehigh.edu/sites/advance.cc.lehigh.edu/files/RecruitmentBookletFinal17Aug2011.pdf>. The booklet serves as a guide for best practices in long-term recruitment strategies and specific faculty searches, and includes a section on interdisciplinary hiring. It includes best practices from ADVANCE programs and other institutions, and data from interviews, survey, and focus groups with STEM faculty. The booklet is the starting point for developing a comprehensive best practices faculty search committee handbook and workshop for all search committee chairs. Also, the Vice Provost for Academic Diversity meets at least once with every search committee to provide guidance in diversifying the candidate pool. This meeting is now a required step in all search processes.

E. Lehigh ADVANCE Small Grants Programs

Lehigh ADVANCE now offers two categories of small grants. On August 25th, at the start of the semester, we announced our new Lehigh ADVANCE grants for interdisciplinary collaboration and leadership: <https://advance.cc.lehigh.edu/news/new-small-grant-available-lehigh-stem-faculty>. The new program aims to help faculty members move from discussion of interdisciplinary collaboration and leadership in meetings and seminars to action that have positive impacts on their careers. The funds can be used towards travel by Lehigh faculty and visiting scholars to promote interdisciplinary collaboration or for assistance to Lehigh faculty towards tuition and travel to attend a professional leadership program. The eligibility requirements are available online. Thus far, three faculty members have applied and were approved for travel funds to attend important career/leadership development conferences in the month of November. As part of the follow-up, Lehigh faculty who attended outside conferences are required to provide the Leadership Team a brief report of the value of the experience and also develop a plan involving LU-WISE and the Lehigh ADVANCE Website to disseminate more broadly the lessons and resources learned from attending the event. The faculty members will share their information in Spring 2012.

Recruitment Seminar Awards continue to be supported by Lehigh ADVANCE. Departments received email reminders about the continued availability of this long-term grant to invite rising women scholars to provide seminars in advance of potential faculty position openings. One recruitment seminar award was requested and approved, so far, this semester.

F. Interdisciplinary Networking Committees

Jean Soderlund and Deputy Provost for Faculty Affairs Vincent Munley developed the composition and secured commitments from 36 mentors participating in interdisciplinary networking committees (INCs) for 12 pre-tenure faculty joining Lehigh in AY2010-2011 and 2011-2012. Three other faculty agreed to

participate on an INC for a faculty member scheduled to arrive in June 2012. Together with Marci Levine, Diane Hyland, and Jackie Krasas, they developed a seminar for interdisciplinary networking mentors using data from the Leadership and Retention Interviews, focus groups, baseline survey, and best practices from other ADVANCE programs. Vince Munley, Jackie Krasas and Diane Hyland led this seminar on September 20th and 22 of the 36 mentors participated; additionally both co-directors and the project manager attended. Jean Russo conducted a brief seminar evaluation to assess how well the seminar met the goals of explaining the new faculty mentoring model and the roles of the mentors. Most respondents were satisfied with the seminar, though they would have liked more time in the session for conversation. The faculty enrolling in the INCs were sent email introductions connecting them with their new interdisciplinary networking committee members. The first action for the INCs was to meet over coffee or lunch (expense is reimbursable by the Deputy Provost for Faculty Affairs). This mentoring model is now coordinated through the DPFA office who also coordinates the University Faculty Mentoring Committee. This committee sponsored a luncheon on November 7, 2011 for pre-tenure faculty to discuss writing the personal statement for the tenure portfolio. ADVANCE was introduced as a resource on issues of gender in the academy. Susan Szczepanski and Diane Hyland are members of and thus can serve as ADVANCE liaisons with the University Faculty Mentoring Committee. Marci Levine has also been invited to faculty mentoring activities.

G. Review of Policy/Guidelines on Evaluating Faculty involved in Interdisciplinary Research and Teaching

The Interdisciplinary Policy/Guidelines Review Task Group, which was chaired by Deputy Provost Vincent Munley and included two additional ADVANCE LT members, two tenured STEM women, and several other faculty, sent recommendations for policy/guidelines changes to Provost Farrell and the University's Faculty Personnel Committee (FPC) in September. The FPC is the established venue for consideration of faculty policy matters. The FPC discusses the matter internally, consults with others, and then brings proposed changes forward for consideration by the entire University faculty. We anticipate that the FPC will act on these recommendations sometime during the current academic year.

II. Project Management and Organization

This is the first quarter Jeff Sands and Sibel Pamukcu have been co-directors. They are working closely with Marci Levine, project manager, who was promoted with a salary increase. The schedule of ADVANCE business meetings follows the plan established at the June 2011 Leadership Team Retreat. Internal Advisory Committee: A joint meeting of the IAC and LT was held on September 12, 2011 to provide an opportunity for both committees to review progress and discuss the draft research report. Major outcomes of this meeting included agreement to provide more detailed comment on the key themes (pointing out the critical issues and pointing out paths to addressing them) about the Social Science Research Report, and guidance on developing the seminar for introducing the Interdisciplinary Networking Committee mentors. The IAC met again on November 9, 2011; however late breaking scheduling conflicts resulted in atypical low attendance. At that meeting, participants were asked to rate their choice of topics for the upcoming EAC meeting and to candidly prepare any additional comments for the Leadership Team. Marci Levine typically works with the IAC chair to direct communication for the IAC.

External Advisory Committee, which will meet on January 27, is chaired by Lehigh President Alice Gast and includes Susan Carlson, University of California; Jo Handelsman, Yale University; Jennifer Sheridan, University of Wisconsin; and Karen Thole, The Pennsylvania State University. The EAC has been asked to provide input into the agenda, and logistics are underway.

Leadership Team convened meetings on August 27 and October 17, and will meet again on December 12. Agenda items have paved the way for successful guest speakers and LU-WISE meetings. Additionally, discussions about research results identify existing and new opportunities to provide training or awareness opportunities for faculty involved in search committees or other policy settings.

ADVANCE Chairs: The ADVANCE Chairs reviewed applications for the small grant programs and continued to be active participants of the Leadership Team.

Communications:

Communication within sub-teams of Lehigh ADVANCE and also from Lehigh ADVANCE to the larger Lehigh community and beyond is important and is increasing the visibility of our programs and mission. Marci works with coordinators and administrators across campus to share important information. A memo to all faculty announced the availability of the new ADVANCE program small grants and the continued availability of the recruitment seminar grants. A memo to all faculty about the open nomination period for 2012 ADVANCE Chairs was sent. The Web Site was updated regularly by Marci Levine with:

News Stories:

- [Participation in the NSF ADVANCE PI Meeting](#)
- [Dr. Amber Rice to Experience WEBS, ADVANCE Faculty Development Grant](#)
- [Call for 2012 ADVANCE Chair Nominations](#)
- [NSF Career-Life Balance Initiative Launched by First Lady](#)
- [Alice Gast Joins LU-WISE](#)
- [40 Years of Undergraduate Women at Lehigh](#)
- [Newly-minted Lehigh doctoral candidate joins the faculty at Case Western Reserve University](#)

Events and Resources:

- [Mini-Workshop with Lise Eliot: The Social Neuroscience of Females and Males in STEM Careers](#)
- [LU-WISE Luncheon October 20, 2011](#)
- [Lise Eliot Lecture and Book Signing!](#) The book signing was also advertised on digital information screens around campus, advertisements were placed in the Brown & White Student Newspaper.
- [LU-WISE Luncheon September 30, 2011](#)
- [Seminar: Interdisciplinary Networking Committees](#)
- [Career Panel: Six Women with a Lehigh Degree in Biological Sciences](#)

This quarter, the student newspaper “The Brown & White” interviewed Marci Levine and the article was timely for the celebration of Lehigh’s 40th anniversary of women as well as the approaching 1-year mark of Lehigh ADVANCE http://www.lehighvalleylive.com/thebrownandwhiteblog/index.ssf/2011/09/post_5.html.

A self nomination opportunity for a leadership program for STEM women in engineering (http://www.drexel.edu/engineering/programs/special_opp/ELATE/) was offered to the eligible faculty by direct mailing.

Lehigh ADVANCE was contacted by University Media Relations following a request from www.wisewordsmagazine.com to interview men STEM faculty who could comment increasing representation of women in science. Dr. Hank Korth participated in a phone interview; we will await the final news story.

III. Areas of Difficulty/Resistance

One present challenge remains recruiting women in STEM. There are several open faculty searches and all have had at least one meeting with the Vice Provost for Academic Diversity. Another issue is the disparate departmental climates at Lehigh. ADVANCE is searching for the best mechanisms to engage the men faculty; based on numerous suggestions from members of LU-WISE, we believe this will assist with departmental climate change. The IAC advises that open communication and coordinated actions and decisions across all levels of university leadership will be important to address these subjects. Other issues are more administrative. The personnel changes may have impacted the level of focus and momentum. For example, the Leadership Development component of Lehigh ADVANCE has experienced some delay owing to the personnel change; however, Henry Odi has the support of the Leadership Team to develop a sustainable approach to facilitate faculty leadership and is utilizing the resources and survey results gathered and produced in Year 1 to fine-tune the approach. Lastly, the iWISEN database infrastructure is essentially functional; however, it is not currently populated with enough profiles of female faculty to make it valuable to launch. We hope the communications at the LU-

WISE luncheon and more discussions about interdisciplinarity and networking will encourage more buy-in and participation.

IV. Best New Idea/ Online Resource

Several recent actions and events have proven to be valuable resources for the Lehigh ADVANCE program. We believe several new ideas will come from or are represented by the following:

1. Members of the Lehigh ADVANCE Leadership Team attended the NSF-AWIS ADVANCE Meeting in November 2011 and identified a host of people, pre-packaged facilitated seminars/workshops, and methods to improve our efforts at climate change, engaging men, tackling implicit bias, and understanding barriers to career advancement. One specific outcome from this meeting is Marci Levine, Project Manager, will join and participate in the ADVANCE Implementation Mentors (AIM) network—a group established to provide informational and networking support for ADVANCE Program Coordinators/Directors.
2. Marci Levine will represent Lehigh ADVANCE on the newly restructured Council for Equity and Community (CEC). The CEC is a faculty, staff, and student organization, created by the president in 2008 as a standing campus-wide group to implement and sustain diversity goals and initiatives, moving Lehigh University toward realizing its vision for equity and community. This recognizes ADVANCE as a key unit involved in promoting diversity and provides an additional mechanism to effectively coordinate their work with units across campus.
3. Representatives from Lehigh ADVANCE, Human Resources, and the Provost Office plan to participate in the online webcast series: Recruiting and Retaining Diverse Faculty on January 24 and 31, 2012, available through academicimpressions.org.

V. Project evaluation

In late August and September, the internal evaluator, M. Jean Russo, completed the analysis of the online baseline data survey for Lehigh STEM faculty. The survey contained sections on current position, primary department, interdisciplinary programs, hiring, promotion/tenure, work environment, work/life balance, leadership, research collaboration, interdisciplinary research, impediments to interdisciplinary research, productivity, mentoring, and university policies. Along with descriptive statistics for all variables, the items were factor analyzed to see if various items were measuring the same underlying factors. Indices were created for most of these areas that had high reliabilities and content validity. T-tests were computed to determine whether there were gender differences, and one-way analysis of variance was conducted to test whether rank or disciplinary division may explain significant gender effects. The internal evaluator collected archival data, dating back from 2008 on various indicators of aspects of the institution where the ADVANCE Program hopes to effect a change. These include composition of search committees, numbers of women interviewed and hired, serving on college and university committees, attaining tenure and promotion, and assuming leadership positions. In addition, the internal evaluator has attended ADVANCE-supported lectures and LU WISE luncheons and is keeping track of the women faculty members who attend these events.

VI. Personnel Update

Vice Provost for Diversity Dr. Henry Odi (appointed to this new position in Spring 2011) assumed responsibilities for the Leadership program component of the ADVANCE project. Professor (of History) Jean Soderlund, who served as Project Director from the earliest days of proposal preparation through the first year of the grant, remained available for consultation on an as-needed basis, but is no longer involved in the day-by-day administration of the overall program. Co-PIs Sibel Pamukcu and Jeff Sands began their service as Project Co-Directors on September 1, 2011. Project Manager Marci Levine, who was promoted two grade levels in September, has assumed the primary responsibility for administering the many activities and sub-programs of the overall grant project.