

PURDUE CENTER FOR FACULTY SUCCESS

WHAT IS ADVANCE?

ADVANCE is a National Science Foundation (NSF) program aimed at increasing the representation and advancement of women in academic STEM careers. Purdue is among 70 colleges and universities that have received ADVANCE-Institutional Transformation grants to help develop a more diverse STEM workforce.

ADVANCE-PURDUE

Women in general and women of color in particular are underrepresented in STEM tenure-track faculty ranks and leadership positions both at Purdue and at many universities nationwide. ADVANCE-Purdue seeks to explore the causes of this underrepresentation and to develop policies and procedures leading to institutional transformation. The project has three goals:

- (1) To increase the number of women of color in STEM tenure-track faculty positions;
- (2) To improve the success of all women STEM tenure-track faculty; and
- (3) To engage all faculty in transforming the institution.

TRANSFORMING PURDUE

ADVANCE-Purdue targets institutional change by:

- The Purdue Center for Faculty Success (PCFS) has programming, activities and events on the West Lafayette campus that help achieve the goals of ADVANCE-Purdue. PCFS is active and strategic in reviewing and contributing to policy making across campus to ensure that faculty, staff and students are fully informed of policies relevant to the goals of ADVANCE-Purdue.
- Research is conducted to evaluate the models on which women faculty members' underrepresentation is based, and new models are developed that might better represent the careers of more diverse women faculty. Research findings inform university-level and college-level policies and programs in order to facilitate the achievement of ADVANCE's goals.

ADVANCE PURDUE

CENTER FOR FACULTY SUCCESS



LEADERSHIP

PCFS DIRECTOR

Chris Sahley, Professor, Science

PCFS ASSISTANT DIRECTOR

De Bush, Assistant Director/Project Manager

STEERING COMMITTEE

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Gary Bertoline, Dean Purdue Polytechnic Institute

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Maryann Santos, Professor, Education

Regena Scott, Purdue Polytechnic Institute

Mangala Subramaniam, Professor, Liberal Arts

Shelley MacDermid Wadsworth, Chair of Committee, Professor, Health & Human Sciences

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PURDUE
UNIVERSITY

An equal opportunity, equal access institution.

PCFS ACTIVITIES

- **Faculty Search Committee Workshop:** Designed to increase awareness of unconscious bias in faculty hiring.
- **FAST:** Provides networking among new assistant professors across campus, strategies for success during that critical first year, and discussion opportunities with senior faculty.
- **Provost's Luncheons:** Facilitate networking among newly hired female tenure-track faculty members in the STEM disciplines.
- **Diversity Catalyst Program:** Trains senior faculty members on how to be advocates across campus, engaging other faculty and staff members in conversations about diversity issues.
- **Dean's Luncheons:** Provides topic discussion and collaboration for female tenure-track faculty members in the STEM disciplines.
- **Steering Committee:** Provides recommendations and guidance for Provost office on initiatives relative to ADVANCE efforts; includes representatives from various sectors of the campus faculty.
- **Diversity Interviews:** As part of upper rank administration searches, diversity interviews are conducted for the purpose of educating candidates as well as Purdue participants in the search process.
- **Council of Department Heads:** STEM department heads identified as leaders in increasing diversity and inclusion in their departments.
- **Gender and STEM Research Symposium:** Provides a regional forum for students, faculty and staff to share and discuss their current research related to gender and STEM.
- **Women of Color Conference:** Provides a forum for WoC STEM faculty from various institutions to enhance their success in the academy.
- **Gender and Science Seminar Series:** Brings world-renowned experts on gender and science to campus to share their research with the Purdue community.