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Subject: NSF- ADVANCE: Increasing the Participation and Advancement of Women in
Academic Science and Engineering Careers (NSF 12-584)

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For many decades, an increasing number of women have obtained STEM doctoral degrees, however, women, particularly women of color, continue to be significantly underrepresented in almost all STEM academic positions. While the degree of underrepresentation varies among STEM disciplines, women's advancement to senior professorial ranks and leadership roles is an issue in all fields. The underrepresentation of women is also a critical issue for the nation, at large, as its need to develop a globally competitive and diverse workforce increases. Research has shown that women's representation and advancement in academic STEM positions are affected by many external factors that are unrelated to their ability, interest and technical skills (Spencer, et al, 1999; Halpern and Tan, 2001; Hyde, 2005; National Academy of Sciences, 2007). Such factors include, but are not limited to: stereotype threat, societal impacts, organizational constraints of academic institutions; differential effect of work and family demands; implicit and explicit bias; and lack of women in academic leadership and decision-making positions. The cumulative effect of such diverse factors has been to create infrastructural barriers that impact the number of women entering, persisting and advancing in STEM careers. Thus, the goal of the ADVANCE program is to develop systemic approaches to increase the representation and advancement of women in academic STEM careers, thereby contributing to the development of a more diverse science and engineering workforce. ADVANCE also has as its goal to seminally contribute to and inform the general knowledge base on gender equity in the academic STEM disciplines. To this end, ADVANCE will support the following types of projects:

1. **Institutional Transformation** five-year, comprehensive, institution-wide, transformational awards that are expected to include 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. These awards support comprehensive programs for institution-wide change.
2. **IT-Catalyst** two-year, institutional self-assessment awards that are designed to support historically resource-challenged institutions in their efforts to conduct institutional self-assessment activities, such as data collection, data analysis and policy review, in order to identify specific issues in the recruitment, retention and promotion of women faculty in STEM disciplines. This area of work is fundamental for all institutions that plan to undertake institutional transformation.

NSF expects to make at approximately six (6) Institutional Transformation five-year awards, at various award sizes; up to six (6) IT-Catalyst awards with durations of up to two years and total budgets of approximately \$200,000 each. More details can be found at <http://www.nsf.gov/pubs/2012/nsf12584/nsf12584.htm>. The deadline for the required letter of intent is October 4, 2013. Full proposals are due to the agency on November 12, 2013.

This is a limited competition; each institution is limited to either one Institutional Transformation OR one IT-Catalyst proposal. Please submit your 3-page preproposal (plus budget and CV; all documents in a SINGLE PDF file, 11 point font) by NOON on Friday, September 6, 2013 to limited@unm.edu with the subject line indicating: NSF-12-584-Transformation - your name OR NSF-12-584-Catalyst – your name. No late submissions will be considered. The pre-proposal should address the major points that will be included in the proposal narrative: **Institutional Transformation** preproposals will be evaluated on the following: (1) Proposals should demonstrate the connection between the conceptual framework, the issues identified through analysis of institutional data, and the proposed plan (including the allocation of resources) so that reviewers will be able to understand what specific issues will be addressed over the course of the project, the assumptions about why those issues exist, and the ways in which the proposed interventions will address those issues. (2) Indicators of institutional readiness for institutional transformation and commitment to the project activities and goals. (3) Proposed plan for sustainability. **IT-Catalyst** preproposals will be evaluated on the following: (1) Self-assessment activities description. (2) Explanation of institutional need for external support to undertake the proposed activities. (3) Indicators of institutional commitment to the project activities and goals. The narrative should be accompanied by a **draft budget overview** and an **abbreviated PI CV**. The scoring will be weighted as follows: proposal narrative (70%), draft budget overview (15%), and abbreviated PI CV (15%).

Should you have any questions please feel free to contact Susan De Los Santos (sdelossa@unm.edu or 277-0272) or Monica Fishel (mlfishel@unm.edu or 277-8114).

If you are affiliated with HSC, please contact Corey Ford at 272-6950 for more information.