



To: Distribution List

From: Faculty Research Development Office (FRDO)
Office of the Vice President for Research

Subject: Limited Competition: NSF: ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions (ADVANCE), (NSF 20-554)—Partnership track ONLY

Date: May 8, 2024

Dear UNM Researchers,

The NSF ADVANCE program contributes to the National Science Foundation's goal of a more diverse and capable science and engineering workforce. In this solicitation, the program seeks to build on prior NSF ADVANCE work and other research and literature concerning gender, racial, and ethnic equity. The goal is to broaden the implementation of evidence-based systemic change strategies that promote equity for STEM faculty in academic workplaces and the academic profession. ADVANCE provides grants to enhance the systemic factors that support equity and inclusion and to mitigate the systemic factors that create inequities in the academic profession and workplaces.

Although the solicitation includes four funding tracks, PIs at UNM are ONLY eligible to apply in the PARTNERSHIP TRACK. The Partnership track supports projects designed to result in the regional or national diffusion and/or scale-up of evidence-based systemic change strategies. Partnership projects are expected to involve two or more partners. Partnership projects must be designed to have a significant reach to individuals and/or organizations with evidence-based systemic change strategies to enhance equity for STEM faculty in academic workplaces and the academic profession. Partnerships are funded up to \$1 million for up to 5-year projects.

ADVANCE Partnership projects are also encouraged to propose a mutually beneficial collaboration with one or more projects initiated with NSF funds (NSF-initiated projects) and may request up to an additional \$250,000 over the life of the project. The additional funds are intended to support additional work to align systemic change and institutional transformation efforts particularly those impacting STEM faculty and to share equity and intersectional perspectives with other NSF projects. These NSF-initiated projects can be within or outside the institution(s) participating in the proposed ADVANCE project and must fall into one of the following categories:

- Systemic and institutional transformation projects: the institutional change track in the Alliances for Graduate Education and the Professoriate (AGEP) and the Institutional & Community Transformation track in the Improving Undergraduate STEM Education (IUSE); EHR programs.
- NSF INCLUDES National Network includes the Coordination Hub, Alliances, Design and Development Launch Pilots, planning grants, and conference projects.
- STEM graduate education projects: such as Alliances for Graduate Education and the Professoriate (AGEP), Innovations in Graduate Education (IGE), CyberCorps (R): Scholarship for Service (SFS), and National Science Foundation Research Traineeship (NRT).

The deadline for submitting the required Letter of Intent is August 5, 2024. Full proposals are due November 6, 2024. The LOI is required and automatically allows you to submit a full proposal. For full details: <https://new.nsf.gov/funding/opportunities/advance-organizational-change-gender-equity-stem>.

This is a limited competition. **Each institution is limited to ONE LOI and application as lead institution for the Partnership track.** Please submit a 3-page pre-proposal narrative (plus a two-page CV and draft budget overview) by **NOON on May 29, 2024** via UNM's [InfoReady Review portal](#). No late submissions will be considered. The pre-proposal should address and will be evaluated on the following key areas that will appear in the final proposal:

Organizational and/or Disciplinary Context, Data, and Problem Analysis: Background and contextual information on the focus of the project is necessary to support the need for the project and to describe the potential impact of the project. Provide a clear understanding of the status of STEM faculty relevant to the project and the equity problem(s) to be addressed with the proposed project. Proposals should demonstrate that the available data and literature have been analyzed to understand the underlying reasons for the equity problems identified from the data. There may be multiple systemic causes in policies, practices, climate, and culture, and the causes and solutions may be different for different groups of faculty. Include a description of related current and past activities and initiatives and how these activities will be coordinated with or incorporated into the proposed project initiatives.

Describe the intended reach of the project in numbers and percentages, as well as the impact in terms of expected systemic, cultural and/or climatic changes. This will be different depending on the systemic inequity issues that are being addressed, the population(s) of interest, and the proposed strategies.

Activities Description: Describe the project activities including evidence of their effectiveness in promoting systemic equity in academic workplaces and/or in the academic profession. Evidence of effectiveness may come from the social or behavioral science research literature on diversity in the STEM workforce, equity in workplaces, organizational change, and organizational culture and climate. The proposed activities should create positive, sustainable, and permanent change. Explain the significance of the reach to individuals and/or organizations in the proposal including the impact of the collaboration with NSF-initiated projects if proposed.

Communication Plan: Describe your plans for sharing information on what worked and what did not work within the organization(s) involved in the project, as well as with appropriate external audiences and stakeholders.

Project Management: Describe who will perform outlined tasks during the project and define the role of each partner organization if applicable.

Reviewers will be asked to evaluate how well the proposal addresses intersectionality, which is an important tool for understanding systemic equity issues for underrepresented STEM faculty and for designing interventions that involve majority STEM faculty in the ADVANCE project. All ADVANCE proposals are expected to take an intersectional approach in the proposal design, research, evaluation, and data collection.

Should you have any questions please feel free to contact us at limited@unm.edu.

If HSC-affiliated, please contact HSC Limited Competition at HSC-LimitedComps@salud.unm.edu for more information.