

UTRGV ADVANCE PROGRAM

With the generous support of the National Science Foundation (NSF), The University of Texas Rio Grande Valley has embarked on an institutional transformation project aimed at increasing the representation and advancement of women, especially Hispanics, in STEM fields. The project started in fall 2012 with several integrated initiatives designed to enhance the recruitment, retention, and promotion of women faculty. Our ultimate goal is to create a supportive workplace and a family-friendly climate that attracts and nurtures the careers of all faculty.

GOALS

- 1 Increase representation of women, especially Hispanics, in STEM fields at all levels of faculty, particularly in tenure-track and tenured positions.
- 2 Increase the representation of women, especially Hispanics, in STEM fields at all levels of leadership, particularly at the department chair level and higher.
- 3 Promote a positive workplace and climate along with policies/practices that attract and nurture the careers of female scholars, especially Hispanic female scholars.

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ATTRACTING & NURTURING WOMEN FACULTY

Supported by



ADVANCE Institutional Transformation at
The University of Texas Rio Grande Valley



ADVANCE PROGRAM COMPONENTS

RECRUITMENT

Enhance recruitment efforts at all stages of the process

- Search committees training and diversity
- Expanded outreach and advertisement
- Increased pool of interviewed candidates and enriched campus visits
- Competitive start-up packages, including equipment, travel, and graduate assistant support
- Enhanced onboarding process and mentoring
- Dual career support

ADVANCEMENT

Enhance faculty and leadership development opportunities

- ADVANCE Leadership Institute
- ADVANCE Administrative Fellows Program
- ADVANCE Summer Writing Retreat
- Associate to Full Professor Program
- Junior Faculty Support Programs
- Mentoring Programs
- Graduate Research Assistant Grants
- Workshops & Seminars

POLICY & CLIMATE

Enhance policies for faculty support and improve departmental climates

- “Family Matters” Policies
 - Partner hires/dual careers
 - Workload (modified instructional duties)
 - Family Care & Sick Leaves
 - Tenure and Promotion
- Fostering Positive & Supportive Climates
 - Climate surveys
 - Exit interviews
 - Nursing Mother Suites
 - Workshops and seminars

EDUCATION & EMPOWERMENT

Promote campus awareness and workplace diversity, and empower faculty and administrators to address gender equity

- Women’s Faculty Network (WFN)
- Search committees training (in conjunction with recruitment component)
- Tenure and Promotion committees training
- Internal and external networking opportunities
- Workshops, seminars, and distinguished speakers

SOCIAL SCIENCE STUDY

Investigate the campus climate Pre-, Mid-, and Post-ADVANCE; increase knowledge about women faculty, especially Hispanics, in STEM academic fields

- Climate surveys of faculty and academic leaders
- STEM women and Hispanic faculty interviews

