



**Attracting and Nurturing Women Faculty at a
Hispanic-Serving Institution (HSI)**

**Annual Report
Year 2
2014**



Preview of Award 1209210 - Annual Project Report

[Cover](#) |
[Accomplishments](#) |
[Products](#) |
[Participants/Organizations](#) |
[Impacts](#) |
[Changes/Problems](#)
[| Special Requirements](#)

Cover

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PD/PI Name:	Havidan Rodriguez, Principal Investigator Jessica L Lavariega Monforti, Co-Principal Investigator Ala R Qubbaj, Co-Principal Investigator Cristina Villalobos, Co-Principal Investigator
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Accomplishments

* What are the major goals of the project?

1. Increase the representation of women, especially Hispanics, in STEM fields at all levels of faculty, particularly in tenure-track and tenured positions.

Over the 5 years project period, we are looking at doubling the number of T-TT female faculty from 20-40; increasing the proportion of women faculty in the two STEM colleges from 15% to 25%.

2. Increase the representation of women, especially Hispanics, in STEM fields at all levels of leadership, particularly at the department chair level and higher.

Over the 5 years project period, we are looking at placing at least two female faculty at the department chair level or higher in the STEM colleges; increasing the share of STEM women in these leadership positions from 0 to 20%.

3. Promote a positive workplace and climate along with policies/practices that attract and nurture the careers of female scholars, especially Hispanic women scholars.

We will enhance policies for faculty support and family-friendly workplace and improve campus climate.

*** What was accomplished under these goals (you must provide information for at least one of the 4 categories below)?**

Major Activities:

I. Management and Administration

- A new “rigorous” evaluation plan was finalized, which integrates the internal and external pieces of the evaluation.
- A new internal evaluator (Dr. Sophie Wang, Associate Professor of Math and Director of the Statistical Center) was appointed.
- The External Advisory Committee was expanded from 5 to 7 members, to include significant ADVANCE expertise. The Committee met on November 21-22, 2013 at UTPA.
- A [general brochure](#) about the NSF UTPA’s ADVANCE was developed and printed. (See the “Products” section.)
- A comprehensive and integrated Website was finalized with the various sections being populated and updated on a regular basis. (See the “Products” section.)
- Several collaborations/synergies with other ADVANCE and interested institutions (like University of Houston, UC-Davis, Rice University, Texas A&M, and UTEP) have been initiated and established.
- Discussions has begun with the other “UTB” campus (through a joint work group as well as at the leadership level) to plan for the extension of the ADVANCE program to the other campus, as part of the transition to the new University (UTRGV). A plan is currently being developed with some joint activities to start in Fall of 2014 and full transition/integration in the Fall of 2015, when UTRGV officially open.

II. Recruitment

- ADVANCE funding supported additional advertising in 23 field-specific venues for women and minorities in the professions.
- Enhanced search committee trainings—detailing best practices for promoting diversity and countering implicit bias—were held on October 16 and 17, 2013 (see training section for further details).
- A train-the-trainers day-long workshop was held on January 24, 2014 to develop a cohort of peer-trainers able to provide enhanced search-committee training.
- Led by the Provost, a meeting was held in May 2014 with the Deans and Department Chairs of the 2 STEM colleges to review the year’s ADVANCE recruitment outcomes and identify strategies for facilitating future recruitment cycles and anticipating future recruitment needs.
- A [recruitment brochure](#) was developed (and printed) to provide best practices, resources and support throughout the recruitment process. (See the “Products” section.)
- A fully [online recruitment plan](#) was developed and used in all hard STEM searches. (See the “Products” section.)
- Advertisements for faculty positions in the College of Engineering and Computer Science (COECS) and the College of Science and Math (COSM) were enhanced with language to communicate UTPA’s commitment to faculty diversity and ADVANCE goals.
- An advertisement announcing multiple faculty positions along with UTPA’s ADVANCE Program and commitment to diversity appeared in the Chronicle of Higher Education on November 1, 2013.
- ADVANCE funding was offered to support travel for to recruitment purposes at major disciplinary events.
- Funds were provided to bring 6 candidates for campus interviews and to increase the diversity of the interviewee pool.
- Funds were provided to enhance startup packages for females hires (one

traditional STEM and the other SBE).

III. Advancement

- The ADVANCE Administrative Fellows Program was initiated and implemented in the 2013-14 academic year. This program provides faculty with experiential learning in an administrative office on campus, and is designed to complement the ADVANCE Leadership Institute.
- The second ADVANCE Leadership Institute Program was administered in Spring 2014.
- The Graduate Assistant Support Program for women in the STEM colleges continued in the 2013-14 academic year.
- ADVANCE funding (for STEM female faculty members) was used to supplement existing programs at UTPA (e.g., the Faculty Development Funding Program, the Faculty Research Council, the Junior Faculty Travel Support Program, and the Undergraduate Research Initiative).

IV. Policy and Climate

- The Dual-Career Committee drafted a Dual Academic Career Program and Guidelines after input from stakeholders in Spring 2014. The program has been approved by the Academic Affairs Executive Team (AAET) and is expected to be implemented in the Fall of 2014. Revisions to the corresponding faculty recruitment University Policy were also made pending final University approval.
- The Policies Committee drafted revisions to the following UTPA policies for the purpose of being more family-friendly: (1) the Tenure policy, to increase flexibility and transparency for stopping the tenure-track clock; (2) Faculty Workload, to include sections for Modified Instructional Duties and course banking; (3) Sick Leave, to increase the transparency for being able to use sick leave to take care of an ill family member and to attend parent/teacher conferences; and (4) Authorized Paid Leave, to increase the transparency and flexibility of this policy.
- A Lactation Policy Committee was formed in Spring 2014 for the purpose of making UTPA a “mother-friendly” campus. A Lactation policy was drafted, and discussions started with architects to identify space on campus for lactation rooms.
- Exit surveys and/or interviews continue to be conducted with faculty leaving the institution.

V. Symposium

- A supplemental NSF ADVANCE grant was submitted and awarded to UTPA for the amount of \$91,401.
- The grant was used to host a national symposium on February 28, 2014: “Advancing Women in Academic STEM Fields through Dual Career Policies and Practices”.
- An ADVANCE Faculty Fellow (Dr. Marci McMahon, Associate Professor of English) was hired to coordinate the symposium.
- A Call for Presentations & Participation was distributed widely through regional and national networks. Special invitations were sent to ADVANCE institutions (current and past), Hispanic Serving institutions, as well as institutions with successful dual-career hiring programs.
- A dedicated [website](#) was developed and launched for the symposium. Registration was accepted through the website.
- Keynote speakers were invited, including Dr. Beth Mitchneck. See the “Products” section for the full symposium program.

VI. Education and Empowerment

- Search committee trainings were held on October 16 and 17 and a train-the-trainers session, conducted by WISELI, on January 24. These trainings were coordinated in collaboration with the recruitment initiative (see # II above in this section for further details).
- Funding was provided to support several research talks at UTPA. See attachment 1 on Workshops/Seminars for details.
- The Women's Faculty Network (WFN) continued to flourish through: (1) the creation of a WFN list-serv in Summer 2013 which facilitated communication with STEM and other female faculty members; (2) the formation of the WFN Leadership Team in Fall 2013; and (3) the production of a rack card promoting the WFN (attached in the products section), which were distributed to all offices campus-wide.
- Two outcomes of particular importance regarding the institutionalization of the WFN also occurred: (1) the WFN Leadership Team drafted the WFN bylaws in Fall 2013, which were signed by the Provost in December 2013, and (2) the following six WFN standing committees were established and became operational in Spring 2014 to promote the advancement and wellbeing of women faculty: (a) Ethics, (b) Tenure/Promotion/Annual-Review Issues, (c) Mentoring and Outreach, (d) Achievement, (e) Wellness, and (f) Membership.
- Several workshops, presentations, and talks were held on issues related to the advancement of women faculty and workplace diversity, especially as it relates to women in the STEM fields. See Attachment 1 on Workshops/Seminars.

VII. Social Science Study

- A set of interviews for the qualitative part of the social science study, which assesses the campus climate among Hispanic and women STEM faculty, was completed. A summary report is provided in Attachment 4.

Specific Objectives:

I. PROJECT MANAGEMENT & ADMINISTRATION

Oversee, coordinate and implement the various program initiatives/components in an effective and timely manner, including personnel, budget, communications, reporting, internal and external evaluation, as well as internal and external advisory groups.

II. RECRUITMENT

- Enhance recruitment efforts at all stages of the search process, including diversifying search committees, expanding advertisement/outreach, bringing in additional candidates for campus interviews, and making competitive offers and start-up packages.
- Raise awareness about gender equity, diversity and implicit bias among search committees, chairs and deans through search committees training, which will also cover effective recruitment strategies.
- Track the search process and data on applicants, interviewees and those offered positions by department, rank, gender and ethnicity for all searches in the STEM colleges.

III. ADVANCEMENT INITIATIVE

- Provide leadership development for STEM women (and other faculty) through the UTPA ADVANCE Leadership Institute, a semester-long institute designed to develop faculty leadership skills and increase awareness about women's issues and challenges in higher education. This Program also includes a mentoring component. The first cohort graduated in Spring 2013; the second cohort graduated in Spring 2014.
- Provide hands-on leadership training and administrative experience for STEM women (and other faculty) through The ADVANCE Administrative Fellows Program, which was developed to complement the ADVANCE Leadership Institute and put that experience in practice through a year-long fellowship in one of the University's administrative units. The first cohort completed the program in May 2014.
- Offer mentoring support for STEM women (and other faculty) through the ADVANCE Leadership Institute, New Faculty Support program, Second Year Faculty Support program, and the New Academic Leaders Support program. All participants in these programs (with the exception of the Second Year Faculty Support program) are assigned mentors to provide them with professional advice and guidance. The mentors are also expected to open their networks so that their mentees can meet others who can help them develop professionally. The importance of mentoring was also emphasized at several WFN meetings. See Attachment 1 on Workshops/Seminars for details.
- Enhance faculty development and research funding opportunities for STEM women through the STEM ADVANCE Graduate Assistant Support Program, the Undergraduate Research Initiative (URI) grant, the Faculty Development Grant Program, the Faculty Research Council grants, and the Junior Faculty Travel Support Program. Participants receive funding through these programs to enhance their skills and development in teaching, research and service. See Attachment 2 on Program Details and Calls for Participants for details.
- Provide proposal/grant development training for STEM women (and other faculty) through Research and Grant Development workshops. A 4.5-hour workshop on grant development was conducted by Dr. Loretta Moore, Interim Vice President for Research and Federal Relations at Jackson State University, in Spring 2014 for first-year faculty. In addition, a session on navigating external funding sources was held in early Spring 2014 for first-year faculty. See Attachment 1 on Workshops/Seminars for details.

IV. POLICY & CLIMATE

- Enhance existing policies and develop and institute new policies and programs for faculty support and to promote a family-friendly and mother-friendly workplace. The revisions to existing policies/programs and drafts of new policies/programs are listed under the Accomplishments, Section IV (Policy & Climate).
- Improve departmental/campus-wide climates and foster a positive workplace through the education and empowerment initiative, family-friendly policies and practices, climate surveys and exit interviews.

V. SYMPOSIUM

- Raise awareness about dual-career couples and related considerations such as recruitment, retention, and advancement of women faculty, especially Hispanic women, in STEM academic fields.
- Facilitate the development and institutionalization of sustainable dual-career policies and practices.
- Foster institutional collaborations at the regional and national levels.
- Promote the development of dual career hiring networks in the community for

non-academic partners to increase our success in faculty recruitment and retention.

VI. EDUCATION & EMPOWERMENT

- Promote campus awareness and workplace diversity and empower faculty and administrators to address gender equity barriers. Presentations, seminars and workshops are conducted to raise awareness about gender equity/diversity, on the challenges women face in academia, and on best practices to address such issues, especially as they relate to women in STEM.
- Raise awareness about gender equity, diversity and implicit bias among search committees, chairs and deans through search committee training, which also covers effective recruitment strategies, and eventually through the training of committees, chairs, and deans reviewing tenure/promotion and annual evaluation dossiers.
- Increase networking and communication opportunities for UTPA female faculty members, gather feedback on ADVANCE-related initiatives, and disseminate information on professional development and research opportunities (especially those of particular interest to STEM women) through the Women's Faculty Network (WFN) and targeted email announcements to STEM women in particular.
- Enhance opportunities for networking, mentoring, and professional development of women in academia through membership in national women's organizations and networks, such as the American Association of University Women (AAUW) and the ADVANCE Implementation Network (AIM), both of which UTPA joined in the 2012-2013 academic year.
- Increase regional opportunities for networking, mentoring, and professional development of STEM Latinas through initial discussions of developing an inter-university network of STEM Latinas along the Border.

VII. SOCIAL SCIENCE STUDY

- Investigate UTPA Campus Climate Pre-, Mid-, and Post-ADVANCE based on the PHW framework. Increase knowledge about women faculty, especially Hispanics, in STEM academic fields.

Significant Results:

I. RECRUITMENT

Search committee formation and training

- All search committees in 2013-14 included female representation.
- 61 Tenured and Tenure-track (T/TT) faculty members in the 2 STEM colleges attended the ADVANCE search committee trainings, representing 44% of all T/TT in these 2 colleges. 14 were women, representing 56% of all T/TT women in these 2 colleges.
- 20 T/TT faculty members (plus 2 staff members) attended the WISELI Train-the-Trainers event for search committee training. Of these, 12 were from STEM fields and 6 were STEM women; 4 were from SBE fields, 2 of whom were SBE women.

Planning, Advertisement and Outreach:

- All STEM searches followed the online recruitment plan, with the exception of two in Biology (as these searches had already started before the portal was up) and the STARS job searches, which followed a separate institutional process.
- All searches that completed the online plan included a statement to reflect UTPA's commitment to faculty diversity and the ADVANCE goals.

- A significant number of additional advertising (in field-specific venues for women and minorities) were supported and tracked by ADVANCE, with almost 14,000 hits reported as of now.
- The advertisement for multiple faculty positions along with UTPA's ADVANCE Program and commitment to diversity appeared in the November 1, 2013 Chronicle of Higher Education.

Vetting/Interviewing:

- Funding was provided to support campus-interviews of 6 candidates (in a total of 6 STEM searches).
- 4 Meetings between STEM female job candidates and 1 meeting with an SBE female job candidate were scheduled with members of the WFN, representing candidates in 5 searches.

Offers:

- ADVANCE funds were provided in the amount of \$21,200.00 to support a start-up package for Kathryn Perez (Biology). The funds are part of a \$108,034.00 start-up package to support the purchase of research equipment and supplies, Dr. Perez's summer salary for research, specimen shipping, and moving expenses.
- ADVANCE facilitated the dual-career hiring process at the offer stage as requested by the hiring departments

II. ADVANCEMENT

- The first cohort of the ADVANCE Administrative Fellows Program was selected and completed the year-long program in 2013-14. Of the 5 Fellows, 4 (80%) were women, and 3 (60%) were women in traditional STEM.
- The second ADVANCE Leadership Institute Program was held in Spring 2014. Of the 25 participants selected, 23 successfully completed the Institute. Of these, 16 (70%) were women, and 8 (34%) were women in traditional STEM disciplines (and 0 from SBE). It should be noted that the 8 STEM women represented 28% of all T/TT traditional STEM women at UTPA. See Attachment 3 on Participation and Feedback.
- ADVANCE funds were used to support a total of 2 Undergraduate Research Initiative (URI) grants for female STEM faculty members in 2013-14.
- ADVANCE funds were used to support Graduate Assistants for 3 female STEM faculty members in 2013-14.
- ADVANCE funds were awarded to 3 traditional STEM, and 1 SBE, female faculty members for professional development purposes in 2013-14. These funds supplemented the Faculty Development Funding Program overseen by the Faculty Development Council and administered by the Office for Faculty Affairs.
- ADVANCE funds were awarded to 5 female traditional STEM junior faculty members (1 of whom received the funding twice), and 4 female SBE junior faculty members during the 2013-14 academic year to present their research at major academic conferences. These funds supplemented the Junior Faculty Travel Support Program, administered by the Office for Faculty Affairs.
- Summer writing support groups were developed and announced, with 19 faculty members participating in the summer 2014 cycle. Of these, 12 are women (1 of whom is a STEM Hispanic woman).
- Plans for the ADVANCE Associate-to-Full Program started in Spring 2014, which is expected to commence in the 2014-15 academic year.

III. POLICY & CLIMATE INITIATIVE

- Revisions for the following existing policies were drafted by the Policies Committee and approved by the Faculty Senate. The following revisions were: (1) Faculty Tenure; (2) Promotion; (3) Workload; (4) Sick Leave; and (5) Authorized Paid Leave (For details, see section IV above under Major Activities). They are scheduled to be reviewed by the Academic Affairs Executive Team (AAET) in June 2014.
- The Dual Academic Career Program and Guidelines, as well as the corresponding revision to the University faculty recruitment policy to allow for the waiver of job advertising to accommodate dual academic career partners, were unanimously approved by both the Faculty Senate and the AAET, indicating widespread support from the faculty and administration.
- A Lactation policy (for the first time at UTPA) was drafted by the newly formed Lactation Committee and unanimously approved by the Faculty Senate in Spring 2014, indicating widespread support from the faculty. It will be reviewed by the AAET in Summer 2014.
- Exit surveys and/or interviews have been conducted with faculty leaving the institution.
- Qualitative interviews on campus climate were completed during Summer 2013, in collaboration with the Social Science Study component. See Attachment 4 for the Summary report.

IV. EDUCATION & EMPOWERMENT INITIATIVE

- Search committee trainings and a train-the-trainers workshop were conducted in collaboration with the Recruitment component. (See Section I for Recruitment, above.)
- Several presentations/workshops were conducted on issues and challenges women face in academia and best practices/strategies to address such issues. See Attachment 1 on Workshops/Seminars.
- The WFN Leadership Team was formed and became fully operational in Fall 2013.
- Starting in November 2013, the WFN has representation on the Academic Affairs Executive Team and the Academic Affairs Leadership Team.
- The WFN Leadership Team drafted bylaws, which were unanimously approved in November 2013.
- The WFN became institutionalized on December 5, 2013 with the signing of the bylaws by the Provost and the WFN Leadership Team. As per the WFN bylaws, regular meetings have been established between the WFN Leadership Team and the Provost.
- A total of 79 T/TT women (plus 15 other women) from across campus participated in eight scheduled WFN meetings and events in 2013-14. The 79 T/TT women represented 43% of the 182 tenured/tenure-track women faculty at UTPA. 23 of these women are in traditional STEM fields, representing 79% of the T/TT female STEM faculty. 8 women are in SBE fields, representing 47% of the T/TT female SBE faculty. See Attachment 3 on Participation and Feedback for details.
- The six standing committees of the WFN were formed and became operational in Spring 2014. A total of 34 women are currently serving on these committees, including 9 T/TT women in traditional STEM (representing 31% of all T/TT STEM women), and 1 T/TT woman in SBE (representing 6% of T/TT SBE women).

V. SYMPOSIUM

- Supplemental NSF ADVANCE funding was awarded to UTPA and a national symposium on Dual-Careers titled “Advancing Women in Academic STEM Fields through Dual Career Policies and Practices”, was held Feb 28, 2014).
- The symposium included panels, presentations, and keynote speakers on a variety of topics/issues related to dual career hiring and support. See more info on the symposium program, see attachment 4 in Products section.
- Great turnout with participation from over 20 universities from all across the country, including the NSF ADVANCE program director. See Attachment 3 on Participation and Feedback for details.
- The symposium presentations have been archived on VPFA's ADVANCE website.
- Plans are underway to compile the Conference proceedings into an edited collection.

VI. SOCIAL SCIENCE STUDY INITIATIVE

Key outcomes or
Other achievements:

- The results from the baseline climate interviews have been organized into a summary report. See Attachment 4 for the report summary.
- A new and rigorous evaluation plan was developed with new external and internal evaluators getting on board.
- A comprehensive and integrated ADVANCE website that is fully functional and updates. In addition, brochures have been developed and printed.
- A comprehensive recruitment plan and online portal, covering all stages of the search process, was developed and implemented.
- Awareness about gender diversity and implicit bias was raised among campus stakeholders, particularly STEM search committees, chairs and deans, through search committee trainings and other events.
- Mentoring for STEM women (and other faculty) was integrated into the institutional fabric through several programs.
- ADVANCE Administrative Fellows program was developed and implemented.
- The second cohort of the ADVANCE Leadership Institute graduated.
- Faculty development, research, and travel grants were awarded to STEM women, many of which are in the form of supplemental funds to existing programs. In addition, several faculty development workshops were conducted. See Attachment 2 – Program Calls and Details.
- A Dual Academic Career Hiring Program and Guidelines was developed, along with the revisions to the faculty recruitment University policy, and unanimously approved by both the Faculty Senate and the AAET (indicating the widespread campus support by faculty and administration). The program is expected to be implemented in Fall 2014.
- The Women's Faculty Network (WFN) became institutionalized with official bylaws and formal representation on the Academic Affairs Executive Team (AAET) as well as the Academic Affairs Leadership Team (AALT). The organization has provided networking, communications and professional development opportunities for all UTPA female faculty members, including STEM.

- The Supplemental NSF funding received and the ADVANCE Dual career symposium “*ADVANCING Women in the Academic STEM Fields through Dual-Career Policies and Practices*” hosted on at UTPA in Spring 2014. This symposium raised awareness about the issues that dual career couples face, which contributed to the unanimous passage of the Dual Academic Career Policy and Guidelines by both the Faculty Senate and the Academic Affairs Executive Team.
- A qualitative study (interviews) was completed; see attachment 4 for summary report.

*** What opportunities for training and professional development has the project provided?**

- Search committees training on best practices for recruiting diverse faculty and mitigating implicit bias were held. Dr. Yvette Huet of UNC-Charlotte (and former Director of that school’s ADVANCE grant), presented two workshops on October 16th and 17th. Also, copies of the AAC&U’s *Diversifying the Faculty: A Guidebook For Search Committees* book were shared with faculty leaders and staff overseeing the faculty search process.
- A train-the-trainers workshop on best-practices for search committees was presented by Drs. Eve Fine and Jennifer Sheridan of WISELI presented, resulting in a cohort of 22 faculty who will be able to provide peer training in future years. A program is being developed to match trainers with future search committee recruitment training needs, providing an additional source of development for the trainers and enhanced information on best practices for the faculty at large. See Attachment 3 – Participation and Feedback, for details on participation.
- Leadership training continued through the second cohort of the UTPA ADVANCE Leadership Institute; 23 faculty representing all 7 colleges completed the 2013-14 Institute. 8 of these were women in traditional STEM fields, which represented 28% of all traditional STEM women in T/TT positions at UTPA. The Institute curriculum focuses on women’s issues and challenges in higher education leadership, with mentoring as a key component. See Attachments 2 and 3 for details.
- The ADVANCE Administrative Fellows Program was launched in 2013-14 to complement the ADVANCE Leadership Institute by providing faculty (who completed the Institute or who concurrently attended it) with hands-on administrative experience. Of the 5 fellows, 4 were women (3 of whom were traditional STEM).
- A variety of workshops/presentations and trainings were conducted (see Attachment 1 on Workshops/Seminars and WFN meetings).
- ADVANCE funds were awarded to 3 traditional STEM, and 1 SBE, female faculty members for professional development purposes in 2013-14. These funds supplemented the Faculty Development Funding Program overseen by the Faculty Development Council and administered by the Office for Faculty Affairs. Specifically, these funds were awarded to the following STEM/SBE faculty.
 - Hong Qin, Associate Professor of CIS, to participate in an ERP SAP workshop in January 2014;
 - Zina Eluri, Assistant Professor of Psychology, to attend a training on the “Autism Diagnostic Observation Schedule, Second Edition (ADOS-2)” in April 2014;
 - Bin Wang, Associate Professor of CIS, to participate in video training by Big Data Analytics, Spring 2014; and
 - Iskra Nuñez, Assistant Professor of Mathematics, to participate in CHAT Training for Research Development (to be done in Fall 2014).
- ADVANCE funds were awarded to 5 female traditional STEM junior faculty members (1 of whom received the funding twice), and 4 female SBE junior faculty members during the 2013-14 academic year to present their research at major academic conferences. Specifically, these faculty include the following.
 - Tulay Atesin, Assistant Professor of Chemistry, to present at the 2nd International Conference on Medicinal Chemistry and Computer Aided Drug Designing, in October 2013;
 - Dorina Chipara, Assistant Professor of Physics, to present at the American Physical Society in March 2014;
 - Zina Eluri, Assistant Professor of Psychology, to present at the 40th Annual Convention of the Association of Behavioral Analysis International, in May 2014;
 - Maureen Flynn, Assistant Professor of Psychology, to present at the World Conference of the Association for Contextual Behavioral Science in June 2014;
 - Evangelina Kotsikorou, Assistant Professor of Chemistry, to present at the Biophysical Society 58th Annual Meetings, in February 2014;

- Natasha Alterma McNeely, Assistant Professor of Political Science, to present at the Midwest Political Science Association 72nd Annual Conference, in April 2014;
- Isrka Nuñez, Assistant Professor of Mathematics, to present at the 1st Congress on Math Education for Central America and the Caribbean in November 2013, as well as at the 17th Annual Conference of the International Association of Critical Realism, in July 2014;
- Christine Reilly, Assistant Professor of Computer Science, to present at the 2014 International Conference on Computational Science and Computational Intelligence, in March 2014; and
- Jori Sechrist, Assistant Professor of Sociology, to present at the Gerontological Society of America's 66th Annual Scientific Meeting in November 2013.
- A 4.5-hour workshop on teaching for the New Faculty Support Program was conducted in Fall 2013. Of the 28 attendees, 7 were traditional STEM (1 of whom was a woman), and 4 were SBE (2 of whom were women). See Attachment 3 on Participation and Feedback.
- A 4.5-hour workshop on grant development for the New Faculty Support Program was conducted by Dr. Loretta Moore, Interim Vice President for Research and Federal Relations at Jackson State University, in Spring 2014. Of the 22 attendees, 9 were traditional STEM (4 of whom were women), and 3 were SBE (2 of whom were women). See Attachment 3 on Participation and Feedback.
- Members of the ADVANCE Leadership Team attended the Spring 2014 NSF ADVANCE Workshop in Arlington, VA.

* How have the results been disseminated to communities of interest?

- The NSF-ADVANCE grant major activities and accomplishments (like the ADVANCE Leadership Institute kick-off, ADVANCE Administrative Fellows inauguration, etc.) were publicized to the campus community and the broader/external community through news stories and press releases, which were widely picked up by local, regional and state media.
- ADVANCE updates (including those related to new and revised policies) continue to be disseminated through email via the ADVANCE dedicated email (ADVANCE@utpa.edu); the WFN list-serv, and in-person through announcements and/or presentations to the various campus stakeholders, including STEM faculty and chairs, the Academic Affairs Leadership Team, the Academic Affairs Executive Team, the ADVANCE External Advisory Committee, the University Council, the Women's Faculty Network, the Council of Chairs, and the Faculty Senate.
- The [UTPA ADVANCE website](http://www.utpa.edu/advance) is a comprehensive and integrated source for information and dissemination. The ADVANCE website is updated regularly to reflect program activities, accomplishments, upcoming events and training opportunities. It also includes reports, publications, instruments and resources others may find useful. The direct link is: www.utpa.edu/advance. The website also features a "Faculty Spotlight" where successful STEM women (and their success stories) are highlighted.
- We used supplemental funding from the NSF to host the UTPA ADVANCE Symposium: *ADVANCING Women in the Academic STEM Fields through Dual-Career Policies and Practices* in Spring 2014. This one-day symposium provided a venue for information-sharing, discussion, and collaboration related to dual-career support, at both the internal and external levels. The Symposium information is posted on the [UTPA ADVANCE website](http://www.utpa.edu/advance) and was advertised via the UTPA main webpage and through the AIM network. The symposium papers, presentations, and other materials discussed at the symposium (such as presenters' PowerPoint slides and links) are also posted online.
- The [UTPA ADVANCE Online Recruitment plan](http://www.utpa.edu/advance), a fully-online recruitment portal that was developed and is being implemented this year, is used in part to disseminate information, resources and best practices throughout the recruitment process. We have also been sharing this with other institutions that have expressed great interest and requested permission to use it.
- The enhanced job advertisements (with language related to diversity and ADVANCE) has also been used as a tool for disseminating UTPA ADVANCE goals and efforts. For example, The Chronicle of Higher Education Special Diversity Issue job advertisement (which appeared November 1, 2013)
- UTPA ADVANCE Team presented "Transforming Leadership Development through Training, Mentoring, and Experiential Learning" (which focused on the Advancement component of the ADVANCE Program) at the American Association of State Colleges and Universities (AASCU) Academic Affairs Winter Meeting (February 8, 2014), in San Diego, CA.

- UTPA ADVANCE Team presented “Lessons Learned from In-Depth Interviews to Assess Workplace Climate” (which focused on lessons learned through the Policies and Climate component of the ADVANCE Program) at the UC Davis ADVANCE Paid Program conference on “Workplace Climate: Assessments and Interventions to Improve Diversity among STEM Faculty” on April 23, 2014.
- At the Spring 2014 NSF ADVANCE Workshop in Arlington, VA, the UTPA ADVANCE team presented:
 - A poster: “*Practical Approaches for Recruitment and Advancement: Online Recruitment Portal and ADVANCE Leadership Institute at the University of Texas – Pan American*”;
 - A “Lightning Talk”: “Online Recruitment Portal for Recruitment”;
 - A presentation on “Dual Careers”.
- Members of the ADVANCE Leadership Team disseminated information about UTPA ADVANCE through meetings and conference calls with colleagues at other institutions, including UC Davis, the University of Houston, and the University of Texas at El Paso.
- The Social Science Study team made presented:
 - “Differences in Perceptions of Workplace Climate? A Case Study,” in “ADVANCE(ing) Women: From Fixing Women to Transforming Organizations (Kathi Miner, Texas A&M, Chair), at the 29th *Annual Society for Industrial and Organizational Psychology (SIOP)* Conference, May 15-17, Honolulu.
 - Lavariega Monforti, Jessica, and Margaret Graham, “Differences in Perceptions of Work-Family Policy at a Hispanic Serving Institution,” in “Work-Family Challenges Faced by Women in STEM: Studies from ADVANCE Institutions, (Vanessa Jean, Texas A&M, Chair), 2014 *Work Family Researchers Network Conference*, June 19-21, 2014, New York City.

*** What do you plan to do during the next reporting period to accomplish the goals?**

I. Management and Administration

- With the upcoming merger of UTPA and UT Brownsville effective Fall of 2015, we will be working to finalize an action plan to expand the ADVANCE program initiatives to the other campus.
- Meetings between members of the ADVANCE Leadership Team at UTPA and key UTB administrators are scheduled to begin in Summer 2014.
- The ADVANCE Leadership Team will begin working with the newly formed UTRGV Transition Team to facilitate the transition of ADVANCE into UTRGV.

II. Recruitment

- Continue to track the search progress for all STEM searches including views/responses to the additional advertising venues.
- Conduct regular meetings with the STEM and SBE Department Chairs and Deans to continuously review ADVANCE recruitment outcomes and identify strategies for facilitating future recruitment cycles and anticipating the recruitment needs as UTPA transitions into UTRGV.
- Expand enhanced search committee trainings using the cohort of faculty trained during the WISELI train-the-trainers workshop.
- Expand the use of the ADVANCE Online Recruitment Portal to the College of Social and Behavioral Sciences (COSBS) and the College of Business Administration (COBA) to cover all NSF STEM/SBE fields.
- Review the internal evaluator’s assessment and feedback of candidates who accepted positions at UTPA and those who declined to improve recruitment efforts in future years.
- Review and develop plans to address the external evaluator’s assessment regarding the progress toward meeting UTPA’s ADVANCE goals for recruitment.
- Use ADVANCE funding to send STEM/SBE faculty to major academic conferences to recruit for a diverse faculty applicant pool.
- Incorporate any new policies developed by the Policy and Climate components of ADVANCE into the Online Recruitment Portal, including posting the Dual Academic Career Hiring Program and Guidelines on the website.

III. Advancement

- Begin planning for the third ADVANCE Leadership Institute in Summer 2014, which will be held in the Spring 2015 semester. The call for applications will be made in Summer 2014, faculty will be selected in September 2014, and the program will be finalized in Fall 2014.
- Issue the call for requests for ADVANCE Administrative Fellows as well as the call for applicants for the second cohort of the ADVANCE Administrative Fellows Program in early Summer 2014. The second cohort will begin in Fall 2014.
- Finalize the plans for the inaugural ADVANCE Associate-to-Full Program and issue the call for applications in Summer 2014. This year-long Program will be launched in Fall 2014.
- Offer the Faculty Writing Support Program, starting in Summer 2014, to facilitate the production of publications/presentations and grants, with fall, Spring and summer cycles.
- Continue to supplement existing programs (including the Faculty Development Funding Program, the Faculty Research Council, the Junior Faculty Travel Support Program, and the Undergraduate Research Initiative) using ADVANCE funding for STEM female faculty members at UTPA.
- Identify and invite guest speakers for 2014-15 to discuss issues of particular relevance to academic women in STEM.
- Identify STEM women to participate in the January 2015 University of Texas System Women's Workshop (designed for female faculty and administrators who have the desire and potential to become senior leaders across the UT System).
- Review the internal evaluator's assessment and feedback of the ADVANCE Leadership Institute as well as the ADVANCE Administrative Fellows Program to determine how these programs can be improved.
- Review and develop plans to address the external evaluator's assessment regarding the advancement component (including the ADVANCE Leadership Institute and the Administrative Fellows Program).

IV. Policy and Climate (including Symposium)

- Finalize and implement the Tenure, Promotion, Workload, Annual Paid Leave, and Sick Leave policies that were passed by the Faculty Senate in Spring 2014 (assuming these revisions are cleared at all levels in Summer 2014).
- Begin implementing the Dual Academic Career Hiring Program in Fall 2014.
- Continue to conduct exit surveys and interviews to assess department and campus climate, as well as factors that might be leading to faculty turnover. We will also begin surveying the Department Chairs, for their perspectives. Based on our assessment of these interviews and surveys, we will develop plans to address issues pertaining to department and campus climate.
- Conduct workshops aimed at improving climate at the department level (in conjunction with the Education and Empowerment component below).
- Edit a volume on dual career hiring based on the papers and presentations given during our Spring 2014 Dual Career Hiring Symposium.
- Continue working with the Faculty Senate to consider revising existing policies and developing new policies related to "family-friendly" practices.
- Identify space on campus for lactation rooms, as part of the efforts to make UTPA a "mother-friendly" campus, and work with campus architects to create these rooms.
- Finalize the new Lactation Policy and possibly begin implementation in 2014-15 (assuming it passes through the appropriate channels in Summer 2014); this will also involve creating lactation rooms on campus.
- Work with the SS team to develop an action plan (with concrete interventions) to improve departmental climate.

V. Education and Empowerment

- Continue with the WFN activities and representation at the Academic affairs level including the AAET and the AALT. Seek WFN representation on the University Council.
- Activate the work of the WFN standing committees (which were formed in Spring 2014), and implement their action plans (for example, the Tenure/Promotion/Annual Review WFN Committee recommended to have all departments post tenure/promotion guidelines on their websites in an easily accessible manner).
- Host distinguished speakers for campus as well as for WFN workshops and presentations.
- Work with the recruitment team on streamlining the meetings between WFN representatives and STEM/SBE female job candidates.

- Formalize and inaugurate a regional Network of STEM Latinas along the Border. Besides UTPA, other institutions expected to participate are UC Davis, the University of Texas at El Paso, the University of Arizona, and New Mexico State University. This network will increase regional opportunities for networking, mentoring, and professional development of STEM Latinas.
- Begin discussions with the administration and faculty at the UT-Brownsville to start extending ADVANCE initiatives like the WFN to the UTB campus.
- Host workshops and trainings specifically for department chairs, targeted toward improving climate at the department level (in conjunction with the Policies and Climate initiative).
- Host workshops and trainings to address implicit bias in the evaluation of faculty for tenure and promotion; this will extend the work already underway regarding the training of search committees (in conjunction with the Recruitment component).
- Review the internal evaluator's and the external evaluator's assessment and feedback of this component to determine how we can improve it.

VI. Social Science Study

- Continue to work on the in-depth data analysis of the climate interviews and develop an action plan to address raised issues including departmental climate (in collaboration with the Policy/Climate and the Education/Empowerment teams).
- Continue to prepare and present papers on the study findings at national venues.
- Conduct the third-year (mid-point) campus climate survey and begin analyzing that data. Begin to make comparisons to the baseline.

Supporting Files

Filename	Description	Uploaded By	Uploaded On
Attachment 1- Workshops Seminars and Events - Final.pdf	Attachment 1: Workshops, Webinar and Events	Ala Qubbaj	05/30/2014
Attachment 2 - Program Calls and Details - Final.pdf	Attachment 2: Program Calls and Details	Ala Qubbaj	05/30/2014
Attachment 3 - Participation and Feedback - Final.pdf	Attachment 3 - Participation and Feedback	Ala Qubbaj	05/30/2014
Attachment 4 - ADVANCE Qual T1 Executive Summary FINAL.pdf	Attachment 4: Social Science Qualitative Study Report	Ala Qubbaj	05/30/2014

Products

Books

Book Chapters

Conference Papers and Presentations

Lavariaga Monforti, Jessica, and Margaret Graham (2014). *"Differences in Perceptions of Work-Family Policy at a Hispanic Serving Institution,"* in *"Work-Family Challenges Faced by Women in STEM: Studies from ADVANCE Institutions, (Vanessa Jean, Texas A&M, Chair).* 2014 Work Family Researchers Network Conference. New York City. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Lavariega Monforti, Jessica, and Margaret Graham (2014). *"Differences in Perceptions of Workplace Climate? A Case Study,"* in *"ADVANCE(ing) Women: From Fixing Women to Transforming Organizations,"* (Kathi Miner, Texas A&M, Chair). 29th Annual Society for Industrial and Organizational Psychology (SIOP) Conference. Honolulu. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Qubbaj, Ala (2014). *"Lessons Learned from In-Depth Interviews to Assess Workplace Climate"*. Workplace Climate: Assessments and Interventions to Improve Diversity among STEM Faculty. UC Davis. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Mitchell, Rebecca, Marie T. Mora, Ala Qubbaj, Havidán Rodríguez, Claudia García, and Deborah Lawton (2014). *"Practical Approaches for Recruitment and Advancement: Online Recruitment Portal and ADVANCE Leadership Institute at The University of Texas – Pan American."* 2014 ADVANCE Program Workshop, March 2-4. Alexandria, VA. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Mora, Marie T., Ala Qubbaj, and Havidán Rodríguez (2014). *"Transforming Leadership Development through Training, Mentoring, and Experiential Learning"*. American Association of State Colleges and Universities (AASCU) Academic Affairs Winter Meeting. San Diego, CA. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

McMahon, Marci R., Marie T. Mora, and Ala Qubbaj (2014). *"UT-Pan American ADVANCE Dual-Career Symposium."* 2014 ADVANCE Program Workshop, March 3, 2014. Alexandria, VA. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Inventions

Journals

Licenses

Other Products

"Lightening Talk".

"Lightening Talk": Mitchell, Rebecca. 2014. "Online Recruitment Portal for Recruitment." 2014 ADVANCE Program Workshop, March 2-4, 2014, Alexandria, VA.

Other Publications

Patents

Technologies or Techniques

Thesis/Dissertations

Websites

Dual-Career Symposium Website

<http://utpa.edu/advance/symposium>

Dual-Career Symposium website: www.utpa.edu/advance/symposium

UTPA ADVANCE Online Recruitment Website

<http://utpa.edu/advance/recruitment>

The UTPA ADVANCE Online Recruitment website, a fully-online portal for information, resources and support throughout the various stages of the recruitment process. The portal employs web-based forms that replace the old paper forms. Upon submission, the system generates reports for the ADVANCE office and the college administrators.

www.utpa.edu/advance/recruitment

UTPA ADVANCE Website
<http://utpa.edu/advance>

The UTPA ADVANCE website, a comprehensive and integrated source for information and ADVANCE related data. The direct link is: www.utpa.edu/advance

Supporting Files

Filename	Description	Uploaded By	Uploaded On
ADVANCE General Information Brochure.pdf	ADVANCE General Info Brochure: Attracting & Nurturing Women Faculty	Ala Qubbaj	05/30/2014
ADVANCE Recruitment Brochure.pdf	ADVANCE Recruitment Brochure: Achieving Diversity & Excellence in Faculty Recruitment	Ala Qubbaj	05/30/2014
WomensFacultyNetwork rack card.pdf	Women's Faculty Network Rack Card	Ala Qubbaj	05/30/2014
ADVANCE Symposium 2014 Booklet.pdf	ADVANCE Symposium 2014 Booklet	Ala Qubbaj	05/30/2014

Participants/Organizations**What individuals have worked on the project?**

Name	Most Senior Project Role	Nearest Person Month Worked
Rodriguez, Havidan	PD/PI	1
Lavariega Monforti, Jessica	Co PD/PI	1
Qubbaj, Ala	Co PD/PI	2
Villalobos, Maria	Co PD/PI	0
Balogh, Andras	Faculty	1
Graham, Margaret	Faculty	2
Huq, Hasina	Faculty	1
Lowe, Kristine	Faculty	1
McMahon, Marci	Faculty	1
Mitchell, Rebecca	Faculty	2
Mora, Marie	Faculty	2

Nambiar, Rajiv	Faculty	1
Saavedra, Dora	Faculty	2
Wang, Xiaohui	Faculty	1
Garcia, Claudia	Other Professional	3
Flores Ramirez, Beatriz	Graduate Student (research assistant)	2
Huron, Veronica	Graduate Student (research assistant)	2

Full details of individuals who have worked on the project:

Havidan Rodriguez**Email:** havidan@utpa.edu**Most Senior Project Role:** PD/PI**Nearest Person Month Worked:** 1**Contribution to the Project:** PI**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Jessica L Lavariega Monforti**Email:** Lavariegaj@utpa.edu**Most Senior Project Role:** Co PD/PI**Nearest Person Month Worked:** 1**Contribution to the Project:** Co PD/PI**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Ala R Qubbaj**Email:** qubbaj@panam.edu**Most Senior Project Role:** Co PD/PI**Nearest Person Month Worked:** 2**Contribution to the Project:** CO-PI/PI**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Maria Cristina Villalobos**Email:** mcvilla@utpa.edu**Most Senior Project Role:** Co PD/PI**Nearest Person Month Worked:** 0**Contribution to the Project:** CO-PI**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Andras Balogh**Email:** abalogh@utpa.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1**Contribution to the Project:** Recruitment Team and Fellow**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Margaret Graham**Email:** mgraham1@utpa.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 2**Contribution to the Project:** Social Science Study Team**Funding Support:** N/a**International Collaboration:** No**International Travel:** No

Hasina Huq**Email:** hhuq@utpa.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1**Contribution to the Project:** Recruitment and Education & Empowerment Teams, and Fellow**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

Kristine Lowe**Email:** klowe@utpa.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1

Contribution to the Project: Recruitment Team and Fellow

Funding Support: N/A

International Collaboration: No

International Travel: No

Marci McMahon

Email: mcmahonmr@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Symposium Coordinator

Funding Support: N/A

International Collaboration: No

International Travel: No

Rebecca Mitchell

Email: mitchell@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 2

Contribution to the Project: Recruitment and Advancement Teams

Funding Support: N/A

International Collaboration: No

International Travel: No

Marie T. Mora

Email: alanizma@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 2

Contribution to the Project: Education & Empowerment and Advancement Teams

Funding Support: N/A

International Collaboration: No

International Travel: No

Rajiv Nambiar

Email: nambiar@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Recruitment Team and Fellow

Funding Support: N/A

International Collaboration: No

International Travel: No

Dora Saavedra

Email: saavedra@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 2

Contribution to the Project: Policy and Climate Team

Funding Support: N/A

International Collaboration: No

International Travel: No

Xiaohui Wang

Email: xhwang@utpa.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Internal evaluator

Funding Support: N/A

International Collaboration: No

International Travel: No

Claudia Garcia

Email: cgarcia10@utpa.edu

Most Senior Project Role: Other Professional

Nearest Person Month Worked: 3

Contribution to the Project: Project Coordinator

Funding Support: N/A

International Collaboration: No

International Travel: No

Beatriz Flores Ramirez

Email: bfloresramirez@utpa.edu

Most Senior Project Role: Graduate Student (research assistant)

Nearest Person Month Worked: 2

Contribution to the Project: Research student helped Marci McMahon with the Symposium

Funding Support: N/A

International Collaboration: No

International Travel: No

Veronica Huron**Email:** vhuron@broncs.utpa.edu**Most Senior Project Role:** Graduate Student (research assistant)**Nearest Person Month Worked:** 2**Contribution to the Project:** Research student assisted Jessica Lavariega Monforti and Margaret Graham in the Social Science Study Team**Funding Support:** N/A**International Collaboration:** No**International Travel:** No

What other organizations have been involved as partners?

Nothing to report.

Have other collaborators or contacts been involved? Yes

Impacts**What is the impact on the development of the principal discipline(s) of the project?**

- Increased awareness of gender diversity and the issues that have hindered the recruitment, retention and advancement of women in STEM fields. 40% of all tenured and tenure-track faculty in the two STEM colleges attended search committee training on implicit biases and best practices for recruiting a diverse faculty.
- Recruitment impacts include the training of a cohort of 22 faculty member who are now equipped to offer enhanced search-committee trainings, significantly increasing campus capacity for internal training on implicit bias and best practices for recruiting a diverse faculty. In addition, nearly 40% of faculty in the College of Science and Math and the College of Engineering and Computer Science attended enhanced search committee trainings, conducted by Dr. Yvet Huett of UNC-Charlotte ADVANCE, in Fall 2013; this helped ensure that many faculty reviewing applications were better informed of best practices and more aware of the problem of implicit bias. UTPA leveraged ADVANCE funding to expand the reach of position advertisements; online ads received 14,000 hits through the hiring season.
- ADVANCE has been providing additional faculty development and research opportunities through workshops/training, grants and additional support for women in STEM and SBE fields which led to a larger number of faculty engaged in development/research activities, and thus enhanced teaching and research productivity. (See the section on Opportunities for Training and Professional Development for details on the activities for the 2013-14 academic year.) These activities are expected to result in additional funding for projects, which will enhance the research output of the faculty, including women in STEM and SBE.
- The ADVANCE Leadership Institute and the Administrative Fellows Program will result in a larger pool of potential STEM female leaders who feel confident in their leadership ability. For example, all 20 faculty members (which include STEM women) who completed the end-of-program survey of the 2013-14 ADVANCE Leadership Institute stated they agreed or strongly agreed that they will be able to successfully apply their knowledge and skills learned for their professional advancement. All also agreed or strongly agreed that what they learned will help them make positive changes in their departments/colleges/divisions.
- The ADVANCE Administrative Fellows program appears to be opening up research opportunities for at least one of the 2013-14 STEM female fellows, Dr. Teresa Fera, Assistant Professor of Biology. Her mentor, Dr. Sadiq Shah (Vice Provost for Research and Sponsored Projects) stated through email in May 2014 that he had “already suggested her name to be part of a team for a large proposal that will be developed in the near future and she can play an important role in this project when funded”.
- The WFN has resulted in increased networking, communication and mentoring, and reduced feelings of isolation among STEM/SBE and other women faculty. The participation of STEM women in the WFN activities has been

- phenomenal, where 23 T/TT women in traditional STEM fields (representing 79% of all STEM T/TT women), and 8 SBE T/TT women (representing 49% of all SBE T/TT women), participated in at least one WFN event in 2013-14.
- Faculty exit surveys and interviews have allowed us to receive climate feedback from STEM departments and to work on addressing the issues raised.
 - We expect that the recently approved Dual Academic Career Hiring Program will result in increased success in faculty recruitment and retention. The newly approved other family-friendly policies will also contribute to increasing STEM faculty retention and improving climate.

What is the impact on other disciplines?

- Increased campus awareness of gender diversity and the issues hindering the recruitment, retention and advancement of women in general (and STEM women in particular).
- ADVANCE provided additional faculty development and research opportunities through workshops/trainings that were extended to all faculty, such as through the ADVANCE Leadership Institute. Moreover, the use of ADVANCE to supplement funding for STEM/SBE women participating in existing programs has led to more funding being available from other sources for other faculty members. This has resulted in a larger number of faculty engaged in campus-wide development/research activities, and thus enhanced teaching and research productivity. For example, the Vice Provost for Research and Sponsored Projects, Dr. Sadiq Shah indicated in that the ADVANCE Administrative Fellow working in his office, Dr. Teresa Fera (Assistant Professor of Biology), had been “a great asset in helping us move our Interdisciplinary Thematic Scholarly Communities initiative forward” in 2013-14. Another example is that a mentor for a non-STEM female faculty member in the 2013-14 ADVANCE Leadership Institute stated “I thought you might like to know that an actual collaboration is likely to come out of this leadership program!”.
- The ADVANCE Leadership Institute and Administrative Fellows program (which were extended to all colleges) has resulted in a larger pool of potential leaders who feel confident in their leadership ability. All 20 faculty members (which include both STEM and non-STEM faculty) who completed the end-of-program survey of the 2013-14 ADVANCE Leadership Institute stated they agreed or strongly agreed that they will be able to successfully apply their knowledge and skills learned for their professional advancement. All also agreed or strongly agreed that what they learned will help them make positive changes in their departments/colleges/divisions. See Attachment 1 on Participation and Feedback for details.
- The WFN (which is open to all University women) has resulted in increased networking, communication and mentoring, and reduced feelings of isolation among UTPA women faculty. 79 T/TT women (representing 43% of all T/TT women at UTPA) participated in the WFN activities in 2013-14. Of these, 48 were non-STEM (35% of all non-STEM women). See Attachment 1 on Participation and Feedback for details.
- Faculty exit surveys and interviews (conducted for all faculty leaving the institution) have allowed us to receive climate feedback from all departments/disciplines and to work on addressing the issues raised.
- The opportunities for dual career hires (and the institutional policy) will result in increased success in faculty recruitment and retention in all disciplines. The other family-friendly policies would also contribute to increasing faculty retention and improving campus climate.

What is the impact on the development of human resources?

- Training to be conducted for all search committee members and for Tenure & Promotion Committees will result in well-informed members who are aware of gender diversity issues including implicit bias.
- The ADVANCE Leadership Institute and Administrative Fellows program are providing leadership training in order to develop the next generation of academic leaders. By opening up these programs to faculty from all colleges has led to more professional development opportunities across campus. One such example is that a non-STEM male participant in the 2013-14 ADVANCE Leadership Institute stated: “It was the most important professional development experience of my career at UTPA, and the organization and seamless delivery of the program was an inspiration to me as a program coordinator and as someone negotiating professional development opportunities with local schools.” For details, see Attachment 3 “Participation and Feedback” in the accomplishment section.
- Faculty Development grants have been awarded to support the professional development of STEM/SBE female faculty through attending workshops, seminars, and conferences. (See the section on Opportunities for Training and Professional Development for details on the activities in the 2013-14 academic year.) The use of ADVANCE to

supplement funding for STEM/SBE women participating in existing programs has led to more funding being available from other sources for other faculty members, thus allowing more faculty to participate in professional development activities.

- ADVANCE funding has been used to support STEM and SBE female junior faculty members to present their work at major academic conferences. (See the section on Opportunities for Training and Professional Development for details.) The use of ADVANCE to supplement funding for STEM/SBE women participating in the Junior Faculty Travel Support Program has also led to more funding being available to other faculty members, thus allowing more junior faculty members to present their work at major academic conferences.
- The WFN (which is open to all women at UTPA) has provided a series of trainings and workshops for female faculty members. (See Attachment YY for details.)
- The ADVANCE grant enabled us to provide graduate student assistants with the experience of working directly with STEM female faculty, impacting the next generation of academics.
- ADVANCE funds were used to provide undergraduate research assistants by supplementing the Undergraduate Research Initiative for STEM female faculty members.

What is the impact on physical resources that form infrastructure?

- The ADVANCE grant enables us to enhance start-up packages for incoming faculty, such as funds for equipment and lab space.
- Computers have been provided to a number of faculty and staff working with the ADVANCE Program.
- Space allocation for STEM faculty is being examined to ensure equity.
- A Lactation Policy Committee has been formed to consider ways to identify space on campus for lactation rooms and baby-changing stations. Preliminary discussions are underway with campus architects.

What is the impact on institutional resources that form infrastructure?

- The ADVANCE grant supplements and enhances start-up packages for STEM new hires, including research equipment and labs, and graduate assistant support.
- Institutionalization and dissemination of family-friendly policies, including dual career hiring, flexible workload, tenure-track-clock stoppage, more flexible authorized paid leave, and sick leave, are expected to be effective in Fall 2014.
- Institutionalization of faculty exit surveys and interviews.
- Through the Education and Empowerment Component of ADVANCE, the Women's Network was created. In the 2013-14 academic year, the WFN became institutionalized with the signing of the WFN bylaws; having WFN representation on both the Academic Affairs Executive Team and the Academic Affairs Leadership Team; and forming/operationalizing the WFN Leadership Team and the WFN standing committees.
- Mentoring has been instituted for all new faculty, new leaders, and for the ADVANCE Leadership Institute participants.
- ADVANCE funds for female STEM/SBE faculty members have been used to supplement existing programs including the Faculty Development Funding Program, the Faculty Research Council, and the Junior Faculty Travel Support Program.

What is the impact on information resources that form infrastructure?

- Development of the ADVANCE website, as well as several brochures and public affairs news coverage, has impacted information resources.
- An exclusive ADVANCE@utpa.edu email address was established and is used to disseminate information about the ADVANCE Program and its various components.
- A listserv for the Women's Faculty Network was established in Summer 2013, allowing for easier dissemination of information of particular importance to female faculty members (as well as information important to faculty in general, such as institutional announcements). Anecdotal evidence is abundant regarding the growing importance of this method of communication.
- Having WFN representatives be a part of the Academic Affairs Executive Team and the Academic Affairs Leadership

Team provides the opportunity for these representatives to learn firsthand about issues and policies of particular importance to female faculty members; these representatives can therefore report directly back to the WFN, rather than waiting for the information to filter through other channels (e.g., their Deans and Department Chairs).

- A database/hub continues to be developed to house and track all ADVANCE related data, including progress measures and data indicators.
- The development of the ADVANCE Online Recruitment portal (which was required for all tenured/tenure-track searches in STEM, and will soon be implemented by SBE departments) is a key tool to provide information and resources and to ensure the integration of ADVANCE recruitment practices in the university infrastructure.

What is the impact on technology transfer?

Nothing to report.

What is the impact on society beyond science and technology?

- The diversification of the professorate will have an impact on society through providing role models for female students to enter the STEM fields.
- The news and webcasts publicize the ADVANCE initiative to the larger community.
- The revisions to existing policies and the developments of new ones that are “family friendly” should lead to an improved campus climate and faculty/staff morale.

Changes/Problems

Changes in approach and reason for change

- At the recommendation of the NSF program director, we hired a new external evaluator and developed a new “rigorous” evaluation plan that integrates internal and external evaluation pieces and that is well-aligned with the project goals, objectives, and activities. We also hired a new internal evaluator who has been working closely with the external evaluator.
- Also, at the recommendation of the program director, we have expanded the membership of the External Advisory Committee (EAC) by adding two new members with significant ADVANCE experience.
- We solicited applications for the Spring 2014 ADVANCE Leadership Institute four months earlier than for the previous Spring 2013 Institute. This was done so faculty have enough time to work with their department chairs in aligning teaching schedules with the Institute workshops, which was an issue last year.
- We began prioritizing policies for revision to combat the slow pace of institutional policy change and the long approval process. UTPA has a strong faculty-shared governance structure and the creation or revision of faculty-related policies is facilitated through the Faculty Senate. ADVANCE team members worked closely with the Senate Chair and members of the Faculty Senate Executive Committee, which expedited the policies review and approval process. This approach was successful, given the number of policies/programs that were reviewed and approved by the Faculty Senate, particularly in the Spring 2014 semester.
- Through increased education and communication at all levels of faculty and leadership, including hosting the dual-career symposium, we have continued to address some of the internal resistance to ADVANCE goals, whether in the form of policy changes or through programs geared to women or STEM women only. The search committee/chair trainings were also very helpful. In addition, the broad participation of both men and women (across all disciplines) has been critical to our success in this area.
- The recruitment team is working closely with the Women’s Faculty Network (WFN) leadership to streamline and provide structure for the WFN meetings with job candidates in the current searches, including designating time-slots when search committees can expect WFN representatives to be available.
- Due to the unexpectedly small numbers of STEM women hired in 2013-14, a meeting led by the Provost was held with the STEM Department Chairs and Deans in May 2014, to discuss the results of the 2013-14 faculty recruitment and identify strategies to recruit diverse faculty. Such meetings are expected to be held on a regular basis in 2014-15.
- Due to the small numbers of Latinas in STEM and SBE at UTPA, members of the ADVANCE Leadership Team have been in discussions with other institutions to create a Network of STEM Latinas along the Border (including the

University of Texas at El Paso, New Mexico State University, UC Davis, and the University of Arizona). It is expected that this network will create a critical mass of Latina STEM/SBE faculty to be able to start systematically addressing potentially unique issues experienced by Latinas.

- In the evaluation component, the collection and tracking of assessment data have been challenging. Therefore, the internal evaluator is taking the lead on developing a single database/hub to house all ADVANCE-related data, including the various measures and indicators at the individual, program, department, college, and institutional levels.
- We announced the meeting dates for the WFN in August 2013 through the WFN listserv, with reminders throughout the academic year, so that women could make arrangements to attend the meetings far in advance. In the previous year, some of the meetings were scheduled with relatively short notice, making it difficult for some women to attend.

Actual or Anticipated problems or delays and actions or plans to resolve them

- UTPA's merger with UT Brownsville has posed (and will continue to pose) significant challenges in the recruitment of faculty (due to uncertainty about the institution's future direction), and especially the recruitment of senior/tenured faculty and department chairs (due to the inability to ensure that tenure or chair appointments will carry over into the new university).
- UTPA's merger with UT Brownsville has also posed (and will continue to pose) significant challenges in the retention of faculty (due to uncertainty about the institution's future direction), especially because the UT System was slow in announcing how UTPA faculty will transition their positions into the UTRGV.
- A UT-System program for recruiting "STAR" faculty has, to date, bypassed the usual routes for faculty recruitment, resulting in a series of hires for which ADVANCE best practices were not engaged. Moving forward, the ADVANCE office is working actively with the Provost's Office to identify these searches and ensure that they conform to the ADVANCE-related requirements expected of all STEM searches.
- The small number of Latinas in STEM and SBE at UTPA has made the hosting of workshops and trainings specifically geared toward Latinas difficult. We are therefore discussing the creation of a Network of STEM Latinas along the Border with other institutions (including the University of Texas at El Paso, New Mexico State University, University of Arizona, and UC Davis). This network should result in a critical mass of Latina STEM faculty to host workshops and trainings to address experiences that might be unique to this particular group. We also expect to create a listserv or other method to disseminate information of particular importance to STEM/SBE Latinas.

Changes that have a significant impact on expenditures

Nothing to report.

Significant changes in use or care of human subjects

Nothing to report.

Significant changes in use or care of vertebrate animals

Nothing to report.

Significant changes in use or care of biohazards

Nothing to report.

Special Requirements

Responses to any special reporting requirements specified in the award terms and conditions, as well as any award specific reporting requirements.

Supporting Files

Filename	Description	Uploaded By	Uploaded On
NSF_Indicator_Charts_13-14.pdf	NSF Indicators Charts and Tables for	Ala	05/30/2014

2013-2014

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