



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

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**Annual Report**  
**Year 3**  
**2015**



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### Cover

Federal Agency and Organization Element to Which Report  
is Submitted: 4900

Federal Grant or Other Identifying Number Assigned by  
Agency: 1209210

Project Title: Attracting and Nurturing Women Faculty at a Hispanic-Serving Institution (HSI)

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Recipient Organization: University of Texas - Pan American

Project/Grant Period: 10/01/2012 - 09/30/2017

Reporting Period: 10/01/2014 - 09/30/2015

Submitting Official (if other than PD\PI): Ala R Qubbaj  
Co-Principal Investigator

Submission Date: 05/31/2015

Signature of Submitting Official (signature shall be  
submitted in accordance with agency specific instructions) Ala R Qubbaj

### 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 year 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**

- The logic model was revised with ADVANCE components/activities aligned to the theoretical framework (based on feedback from the NSF 3rd Year Site Visit). The focus on Latinas was denoted and outlined.
- The Internal Advisory Committee was repurposed and restructured following feedback from the 3rd Year Site Visit; quarterly meetings were held in Feb. and May.
- One member of the External Advisory Committee (EAC) was replaced to bring a new perspective.
- The external evaluator's site visit is scheduled for July.
- ADVANCE Brochures are being updated for UTRGV; the ADVANCE logo has been updated.
- The comprehensive and integrated ADVANCE Website is regularly updated. (See "Products".)
- Several collaborations/synergies continued with other ADVANCE and interested institutions.
- Expansion of ADVANCE activities to the Brownsville campus continued.
- The Office of the Vice Provost for Faculty Affairs was reorganized and renamed for UTRGV as the Office of the Vice Provost for Faculty Affairs and Diversity (VPFAD), and now includes the position of Associate Vice Provost for Faculty Diversity.
- The VPFAD office now oversees the recruitment process, which includes approving ads and short lists plus certifying faculty applicant pools.

#### **II. Recruitment**

- ADVANCE funding supported advertising in field-specific venues for women and minorities, and travel for STEM/SBE recruitment purposes at major disciplinary events.
- Enhanced search committee trainings for STEM/SBE faculty searches and UTRGV Deans of the College of Sciences and College of Liberal Arts searches were held throughout Spring 2015 (along with the Education and Empowerment component).
- The fully online recruitment plan was updated for UTRGV.
- All faculty position ads and College Deans' ads were enhanced to communicate UTRGV's commitment to diversity, family-friendly practices and ADVANCE goals.
- An ad announcing multiple faculty positions and UTRGV's ADVANCE Program and commitment to diversity appeared in the Chronicle of Higher Education.

- ADVANCE funding supported bringing STEM/SBE women to campus interviews, to increase the interviewee pool diversity.
- Funds are being used to enhance startup packages for STEM/SBE women.
- Meetings between STEM/SBE job candidates and Women's Faculty Network representatives continued.

### **III. Advancement**

- The 3rd ADVANCE Leadership Institute Program was administered, and included Brownsville and RAHC participants.
- The 2nd ADVANCE Administrative Fellows Program was administered.
- The Graduate Assistant Support Program continued for STEM women, and was initiated for SBE women.
- The mentoring of STEM/SBE women (and other) faculty continued through existing programs on campus. UTPA also joined the ADVANCE Regional Network (ARN), and in Spring 2015, participated in the pilot e-Mentoring Network (hosted at UH).
- ADVANCE Team members and 3 non-tenured women (1 TEM and 2 SBE) participated in the ARN Post Doc Networking Event at UH in April.
- A roundtable discussion with STEM/SBE Latinas and other women was held in March to identify ways for ADVANCE to increase support for STEM/SBE Latinas.
- ADVANCE Team members participated in the Writing Retreat at Jackson State Univ. in May.
- ADVANCE partnered with the Research Initiative for Scientific Enhancement (RISE) program in featuring and bringing to campus extraordinary women in science for seminar presentations.
- An NSF ADVANCE PLAN-IHE grant proposal was submitted with colleagues from Jackson State Univ. (PI) to increase the scholarship of STEM/SBE women.

### **IV. Policy and Climate**

- ADVANCE Team members began to edit a volume on dual career hiring (an outcome of our Feb. 2014 Dual Career Symposium).
- ADVANCE Leadership Team members were on the UTRGV HOP Advisory Committee, and included ADVANCE-related language in drafted policies as appropriate.
- The UTPA Dual Academic Career Program and Guidelines were implemented in Fall 2014; plans are underway to extend this Program into UTRGV.
- The Lactation Policy Committee drafted lactation guidelines, which were endorsed by the Staff and Student Senates. Additional collaboration with Human Resources, the Dean of Students office, and campus architects resulted in 4 "nursing mother suites". ADVANCE is included on the Nursing Mother Suites website (see "Products") and the logo will be on the suites' doors.
- Along with Education and Empowerment (below), workshops were given by Robert Cipriano on promoting collegiality to 4 groups of stakeholders: Women's Faculty Network, general faculty, academic administrators, and staff. See Attachment 1.
- Exit surveys and interviews continue to be conducted with outgoing faculty.
- A Department Excellence Award in Faculty Mentoring was established to promote a positive and supportive departmental climate for junior faculty, particularly women and minorities.

### **V. Education and Empowerment**

- The Women's Faculty Network (WFN) continued to flourish through the: (1) active use of the WFN listserv to disseminate key information to STEM/SBE and other women; (2) inclusion of Brownsville and RAHC women faculty; (3) series of meetings and workshops (See Attachment 1), including 3 in Brownsville; (4) formation of a UTRGV WFN Bylaws Drafting Committee (with 3 members each from Edinburg and Brownsville); (5) UTRGV Provost's signing of the bylaws, granting WFN representation on Academic Affairs executive committees/teams and regular meetings with the Provost (with the first one held in May); and (6) creation and operationalization of UTRGV WFN standing committees to promote the advancement and wellbeing of women faculty: (a) Ethics; (b) Tenure/Promotion/Annual-Review Issues; (c) Mentoring, Outreach, and Membership; (d) Achievement and Advancement; (e) Wellness; and (f) Women of Color.
- Along with the Policies and Climate component, workshops were given by Robert Cipriano on promoting collegiality to different stakeholders (see above for details).
- ADVANCE supported seminars and workshops for the general faculty, including "Mentoring, Race/Ethnicity, and Gender in Academia" by Darrick Hamilton; and "Gender and Evaluation in the Academy" by Joey Sprague (the latter was recorded and shown at a subsequent WFN Brownsville meeting). See Attachment 1.
- In coordination with the Recruitment Component, ADVANCE search committee trainings for STEM/SBE faculty positions and two Deans searches were held throughout Spring 2015 (see above).
- UTRGV Assistant Deans (who are staff) participated in an information session on ADVANCE goals and initiatives in April.
- Implicit bias training was held in September for members of Tenure and Promotion Committees campus-wide.
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- An NSF ADVANCE PLAN-IHE grant proposal was submitted with colleagues from UTEP (PI) and UC Davis (in collaboration with UA and NMSU) to create a network of STEM Latinas in Border institutions.
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- Along with the Advancement component, ADVANCE partnered with the RISE program (see above for details).

## **VI. Social Science Study**

- The SSS Team embarked on Year 3 data collection. The Team refined survey instruments and went through IRB approvals for surveys at UTPA & UTB, including the faculty climate survey (launched in Feb.), and the Chairs' Survey (launched in March). Following advice of the External Advisory Committee, the SSS Team designed a data collection protocol, where department chairs were contacted to get the SSS Team on department meeting agendas and invite faculty to participate in the climate survey. This was to increase faculty participation rates, and to request that faculty choosing not to participate indicate their lack of consent, therefore allowing the team to calculate a refusal rate.
- The SSS Team presented at the Annual Conference of the Western Political Science Association in April.
- The SSS Team had an abstract accepted for consideration of a book chapter (now under review).

**Specific Objectives:****I. Project Management and Administration**

- Continue to 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 meeting with internal and external advisory groups.
- The change in scope from the Vice Provost for Faculty Affairs to the Vice Provost for Faculty Affairs and Diversity (VPFAD) at UTRGV, and the creation of the position of the Associate Vice Provost for Faculty Diversity, should facilitate the institutionalization of ADVANCE goals and activities.

**II. Recruitment**

- Continue to 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.
- Continue to increase the diversity of applicant pools and the “short lists” of those invited to on-campus interviews.
- Continue to raise awareness about gender equity, diversity and implicit bias among STEM/SBE search committees, chairs, deans, and staff through search committee trainings, which will cover effective recruitment strategies.
- Track the search process and data on applicants for all STEM/SBE faculty positions, interviewees and those offered positions by department, rank, gender and ethnicity.
- Implement a Dual Academic Career Hiring Program at UTRGV, and create networks in the community for non-academic partners to increase our success in faculty recruitment and retention.

**III. Advancement**

- Continue to provide leadership development and mentoring for STEM/SBE women (and other faculty) through the 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 third cohort graduated in Spring 2015. See Attachment 2 for details.
- Continue to provide hands-on leadership training and administrative experience for STEM/SBE 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 second cohort completed the program in May 2015. See Attachment 2.
- Continue to offer mentoring support for STEM/SBE women (and other faculty) through the ADVANCE Leadership Institute, New Faculty Support program, Second Year Faculty Support program, the ARN e-Mentoring Network, 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 has also been emphasized at several WFN meetings. See Attachment 1 on Workshops/Seminars for details.
- Continue to enhance research outcomes of STEM/SBE women through the STEM ADVANCE Graduate Assistant Support Program. See Attachment 2.
- Continue to provide opportunities to increase scholarship, including

proposal/grant development training for STEM/SBE women (and other faculty) through Research and Grant Development workshops and panels, and increasing awareness about internal and external funding opportunities. See Attachment 1.

- Enhance the success of STEM/SBE women in the Associate Professor rank in being promoted to Full Professor through the new ADVANCE Associate-to-Full Program (designed for Associate Professors planning to seek promotion in the next 3-5 years) expected to be launched in 2015-16, and other workshops/trainings on work-life balance, securing funding, and enhancing research and teaching.
- Highlight the achievements of STEM/SBE and other women using the WFN listserv, the ADVANCE website, and through press releases where appropriate.

#### **IV. Policy and Climate**

- Develop and institute new policies and programs at UTRGV for faculty support and to promote a family-friendly and mother-friendly workplace. ADVANCE-related language has been added to key UTRGV draft policies where appropriate.
- Improve departmental/campus-wide climates and foster a positive workplace through workshops and trainings (with the education and empowerment initiative), family-friendly policies and practices, climate surveys and exit interviews.
- Continue to recognize and reward departments that foster and mentor their junior faculty, particularly women, Hispanics, and other minorities.
- Continue to raise awareness about the benefits of dual career hiring.

#### **V. Education and Empowerment**

- Continue to 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 (particularly Latinas) in STEM/SBE.
- Continue to raise awareness about gender equity, diversity and implicit bias among search committees, chairs, deans, and staff through search committee training, which also covers effective recruitment strategies; and to raise awareness of these issues in evaluation processes through the training of committees, chairs, and deans involved in tenure/promotion, annual review, and post-tenure evaluations.
- Increase networking and communication opportunities for women faculty, gather feedback on ADVANCE-related initiatives, and disseminate information on professional development and research opportunities (especially those of particular interest to STEM/SBE women, especially Latinas) through the Women's Faculty Network (WFN) and targeted email announcements to STEM/SBE women.
- 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), in UH's ARN e-Mentoring Network, and through the creation of a STEM Latinas along the Border network (with UTEP, UC Davis, NMSU, and UA).

#### **VI. Social Science Study**

- To continue investigating campus climate pre-, mid-, and post-ADVANCE

based on the Psychologically Healthy Framework and through the use of climate surveys. Increase knowledge about women faculty, especially Hispanics, in STEM/SBE academic fields.

Significant Results:

### **I. Project Management and Administration**

- All major activities were expanded to the Brownville campus.
- The faculty recruitment manual was revised in line with ADVANCE goals with the VPFAD office playing an active role in the process.
- Roundtable discussion with Latina faculty was held as part of efforts to refocus ADVANCE on STEM/SBE Latinas.

### **II. Recruitment**

#### *Search committee formation and training*

- All faculty search committees include women.
- As of mid-April, 122 faculty and staff participated in ADVANCE Search committee training. The college breakdown was: Engineering and Comp. Science (23); Sciences (63); and Liberal Arts (36). Search committees in Engineering/Comp. Science had 6 T/TT women (representing 26% of the committees). Sciences search committees had 13 T/TT women (21% of the committees). Liberal Arts search committees had 10 T/TT women (28% of the committees).

#### *Planning, Advertisement and Outreach:*

- All STEM/SBE T/TT faculty searches used the online recruitment portal. UTRGV also implemented an online recruitment system (PeopleAdmin) for faculty searches independent of the ADVANCE portal.
- All faculty and deans' search ads had statements reflecting UTRGV's commitment to faculty diversity and ADVANCE goals.
- An ad for multiple faculty positions along with UTRGV's ADVANCE Program and diversity commitment appeared in the Chronicle of Higher Education.
- Searches for Deans for the Colleges of Sciences and Liberal Arts were conducted using an outside consulting firm; the search committees included women T/TT faculty, at least 1 ADVANCE fellow per search, and other ADVANCE Team members. The consultants' efforts included directly contacting 65 potential women candidates for the Sciences Dean search due to the lack of gender diversity.

#### *Vetting/Interviewing:*

- The new faculty-pool certification process resulted in more diverse pools. For example, the initial pool for Assistant Professor of Env./Analytical Chemistry was not certified (1 woman (14%) among 7 applicants); the subsequent pool had 8 women (24%) among 34 applicants.
- Funding was provided to support campus-interviews for at least 8 STEM/SBE women candidates.
- Three women (out of 37) applied for the College of Sciences Dean; 1 made it to the "long short" list of 13 candidates for videoconference interviews.
- For the Dean of Liberal Arts, 1 finalist was an SBE Latina (Sociology); the other finalist was an SBE Latino (Political Science).
- As of late May, 4 meetings for STEM women job candidates and 2 for SBE women candidates were scheduled with WFN members.

#### *Offers:*

- ADVANCE is currently facilitating a number of dual-career hires at the offer stage.
- At least one offer was made to an SBE woman (in Anthropology), who accepted. Due to the late hiring cycle with the UTRGV transition, it is too early to know about offers to other STEM/SBE women.
- ADVANCE funding is being used to offer start-up packages (1 thus far for FY2016; 2 for FY 2015).

### **III. Advancement**

- The 2nd cohort of the ADVANCE Administrative Fellows Program was selected and completed the program. Of the 3 Fellows, 2 (67%) were STEM women (1 of whom is Latina), and 1 (33%) was a STEM man. See Attachment 3.
- The 3rd ADVANCE Leadership Institute was held. Of the 19 faculty selected (which included UTB and RAHC faculty), 18 completed the Institute (tragically, 1 faculty member passed away before completion). Of the 18, 14 (78%) were women; 3 (17%) were STEM T/TT women, and 2 (11%) were SBE T/TT women. See Attachment 3.
- Five STEM women and 1 SBE woman (a Latina) received ADVANCE funds for Graduate Assistants in 2014-15.
- 5 STEM and 2 SBE UTPA women are being mentored by senior faculty in the ARN e-Mentoring Network pilot program.

### **IV. Policy and Climate**

- ADVANCE-related provisions were included in relevant UTRGV policy drafts including: Tenure and promotion; Faculty 3rd year review; Workload; Sick Leave; Authorized Paid Leave; and Faculty hiring.
- The Dual Academic Career Program and Guidelines and the corresponding revision to the UTPA recruitment policy became effective.
- The Lactation Policy Committee drafted lactation guidelines, which were unanimously approved by the Faculty Senate and endorsed by the Staff and Student Senates. Collaboration with Human Resources, the Dean of Students, and campus architects resulted in the creation of 4 “Nursing Mother Suites”. ADVANCE is included on the Nursing Mother Suites website (see “Products”), with the logo to be on the suites’ doorways.
- Members of the ADVANCE Leadership Team began editing a volume on dual career hiring, based on presentations at UTPA’s Dual Career Symposium (Feb. 2014).
- Exit surveys and interviews continued to be conducted with faculty leaving UTPA.
- Along with Education and Empowerment (below), 69 people participated in workshops by Robert Cipriano on promoting collegiality to 4 groups of stakeholders: the WFN, general faculty, academic administrators, and staff. See Attachment 1.
- A Department Excellence Award in Faculty Mentoring was established to promote a positive and supportive climate for junior faculty, particularly for women, Hispanics, and other minorities.

### **V. Education and Empowerment**

- Search committee trainings were conducted in collaboration with the Recruitment component. (See above for details.)
- Implicit bias training for evaluators in the tenure/promotion process was given to 90 administrators and faculty members campus-wide.
- ADVANCE supported seminars and workshops on implicit bias and gender equity, including “Mentoring, Race/Ethnicity, and Gender in Academia” by

Derrick Hamilton (in which 33 people participated), and "Gender and Evaluation in the Academy" by Joey Sprague (35 people participated). See Attachments 1 and 3. The latter was recorded and shown at a WFN Brownsville meeting (with over 20 women participating).

- The UTRGV WFN Bylaws Drafting Committee was formed; the WFN approved these bylaws in Spring 2015, and created the 5-member Executive Team (3 from Edinburg and 2 from Brownsville), which includes an SBE Latina and 1 STEM woman. The UTRGV WFN was institutionalized with the UTRGV Provost signing the bylaws. Regular meetings were established between the WFN Executive Team and Provost, and the WFN will be represented on key academic affairs teams.
- 87 UTPA T/TT women; 43 UTB women; 1 RAHC woman; 46 UTPA women lecturers, clinical faculty, and professional staff; and 5 men participated in 12 scheduled WFN meetings and events in 2014-15. The 87 UTPA T/TT women represent 51% of the T/TT women. 24 are in STEM, representing 86% of T/TT STEM women, and 12 are in SBE, representing 67% of T/TT SBE women. Five STEM and 3 SBE T/TT Latinas participated, representing 83% and 100% of all STEM and SBE T/TT Latinas. See Attachment 3.
- 6 UTRGV WFN standing committees were formed and became operationalized, including one on Women of Color; 38 women are currently on these committees [8 T/TT UTPA STEM women (representing 29% of T/TT STEM women), and 3 T/TT UTPA SBE women (representing 17% of T/TT SBE women)]. Issues raised were shared by the WFN Executive Team with the UTRGV Provost in May.

## **VI. Social Science Study**

- The SSS Team embarked on Year 3 data collection, after refining survey instruments (see Attachment 4) and obtaining UTPA and UTB IRB approvals. Following advice of UTPA'S ADVANCE External Advisory Board, the SSS Team contacted department chairs to be added to department meeting agendas and personally invite faculty to participate in the climate survey. The purpose was to increase participation rates, and to request that those faculty choosing not to participate indicate their lack of consent, therefore allowing the calculation of a refusal rate instead of a basic completion rate. The Team conducted the faculty climate survey in 20 of 46 departments/programs with faculty lines. Other faculty received email and reminders requesting their participation. Ten of 47 Chairs/Directors completed the Chairs' Survey as of early April.

Key outcomes or  
Other achievements:

- The logic model and its alignment with the ADVANCE components, particularly to address the needs of STEM/SBE Latinas, were revised following feedback from the NSF 3rd Year Site Visit. Also, the activities have been aligned with the theoretical Psychologically Healthy Framework.
- The faculty recruitment manual was revised in line with the ADVANCE goals, with the VPFAD/ADVANCE office playing a proactive role in the process.
- The Internal Advisory Committee was repurposed and restructured based on feedback from the 3rd Year Site Visit. Quarterly meetings were held with the repurposed Committee. Feedback/advice from these meetings is being incorporated in the planning of next year's activities.
- Several collaborations/synergies continued with other ADVANCE and interested institutions (including UH, UC-Davis, UTEP, NMSU, UA, Jackson State Univ.,

Texas A&M, and University of Delaware). One outcome will be the creation of a network of STEM Latinas in border institutions. Another outcome was that UTPA joined the ARN and participated in the pilot e-Mentoring Network.

- Integration of ADVANCE activities with Brownsville has continued, resulting in ADVANCE-related initiatives becoming part of the integral fabric of UTRGV.
- Having the UTRGV VPFAD certify faculty applicant pools has led to more diversity in applicant pools as well as in outreach efforts. At least 6 STEM and 3 SBE women were invited for on-campus interviews by late May. At least one TT job offer was made to an SBE woman (in Anthropology) who accepted. The transition to UTRGV led to a late hiring cycle, such that it is too early to know about other offers being made and accepted by STEM/SBE women.
- The UTPA ADVANCE PI, Havidán Rodríguez, was awarded the Alfredo de los Santos, Jr., Distinguished Leadership in Higher Education Award by the American Association for Hispanics in Higher Education; his work in the UTPA ADVANCE Program was cited as one of the reasons.
- Four Nursing Mother Suites were created through collaborations between ADVANCE and other stakeholders on campus. Additional suites are expected.
- Awareness about gender diversity and implicit bias was raised among campus stakeholders, particularly STEM/SBE search committees, tenure/promotion committees, chairs, deans, and staff through trainings, workshops, and other events. See Attachments 1 and 3.
- Mentoring for STEM/SBE women (and other faculty) continued through several programs institution-wide, and for the first time, through the UH's e-Mentoring Network; plans are underway within the WFN to further create more mentoring opportunities.
- The second ADVANCE Administrative Fellows cohort completed the program.
- The third cohort of the ADVANCE Leadership Institute graduated.
- At least 4 STEM women (including 3 who graduated from the ADVANCE Leadership Institute, and 1 Latina) and 4 SBE women (including all three T/TT SBE Latinas) were selected for new leadership positions:
  - Kristin Croyle (SBE), UTRGV Vice President for Student Success;
  - Jessica Lavariega Monforti (SBE Latina), UTRGV Interim Associate Dean for Diversity, College of Liberal Arts;
  - Kristine Lowe (STEM, ADVANCE LI Graduate), UTRGV Associate Vice Provost for Faculty Affairs, effective 06/01/15;
  - Marie T. Mora (SBE), UTRGV Associate Vice Provost for Faculty Diversity, effective 06/01/2015;
  - Soma Mukherjee (STEM), UTRGV interim Chair, Dept. of Physics and Astronomy;
  - Cristina Villalobos (STEM Latina, ADVANCE LI Graduate), UTRGV Interim Director, School of Mathematical and Statistical Sciences;
  - Bin Wang (STEM, ADVANCE LI Graduate), UTPA Interim MBA Program Director, 2014-15;
  - Amy Weimer (SBE Latina), UTRGV Associate Dean, Undergraduate College

- A series of faculty development workshops were conducted, including grant-writing panels and roundtable discussions on seeking external funding. See Attachments 1 and 3.
- Hiring to accommodate several dual academic career couples is currently underway.
- The UTRGV WFN became institutionalized with official bylaws (drafted by a committee with representatives from both campuses) and formal representation on key UTRGV Academic Affairs teams. WFN meetings were held with excellent attendance on both campuses (some of which were interactively connected), indicating the key role the WFN is already playing in the integrating of the campuses into UTRGV. Two of the five members of the UTRGV Executive Team are from the Brownsville campus. The organization has provided networking, communication and professional development opportunities for all female faculty members, including STEM/SBE, on both campuses, along with a platform to share concerns of STEM/SBE and other women faculty to the upper administration. One concern already shared is the disproportionate burden that gender diversity on search committees poses to women in departments/units with few women; the outcome is that women from other departments in closely related fields will be encouraged to serve, to alleviate this burden.
- The UTPA Faculty Senate unanimously passed resolutions recognizing and applauding both the UTPA interim President/UTRGV Provost (and PI for ADVANCE) and the UTPA Vice Provost for Faculty Affairs/UTRGV VPFAD (and co-PI/Project Director for ADVANCE) in part due to their work and implementation of ADVANCE initiatives, indicating widespread faculty buy-in for ADVANCE.
- The first UTPA Department Excellence Award in Faculty Mentoring (designed to promote a positive and supportive climate for junior faculty, particularly for women, Hispanics, and other minorities) was awarded in Spring 2015.
- Members of the ADVANCE team attended a Postdoc Workshop conducted by the University of Houston in April 2015. Plans are underway for UTRGV to host the event in early 2016. We anticipate that 15-20 postdoctoral fellows from other ADVANCE institutions in Texas will send female postdocs to UTRGV to learn about the university and its open STEM faculty positions.
- Two members of the ADVANCE Leadership Team served on the UTRGV HOP Advisory Committee; where appropriate, they included ADVANCE-related language and initiatives, including those to create a more family-friendly workplace, into the HOP drafts. The expectation is that these suggested changes will be adopted into the UTRGV HOP.
- Members of the ADVANCE Team participated in the Summer Writing Retreat at Jackson State University.
- The UTPA interim President and ADVANCE PI gave an invited presentation about UTPA's ADVANCE Program at the inaugural University of Texas System Senior Women Leadership Network Workshop on Sponsoring/Developing Future Women Leaders, in Austin, January 2015.
- Members of the UTPA ADVANCE Team gave a presentation about ADVANCE and UTPA's ADVANCE Program to the Association for Behavioral and Cognitive Therapies Women's Special Interest Group in Philadelphia, November 2014.

- The UTPA ADVANCE Team had abstracts accepted for presentation at the upcoming ADVANCE conference in Baltimore (June 2015) and at the annual conference of the Hispanic Association of Colleges and Universities in Miami (October 2015). One of the ADVANCE Leadership Team members was also invited to participate in a panel discussion on institutional transformation at the ADVANCE conference in Baltimore.
- The Social Science Study Team presented at the Annual Conference of the Western Political Science Association in April.
- The Social Science Study Team had an abstract accepted for consideration of a book chapter (now under review).

### \* 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 for STEM/SBE job searches and for the Deans of the Colleges of Liberal Arts and Sciences (see earlier in this report for details) throughout Spring 2015. Also, digital copies of WISELI's "Searching for Excellence and Diversity: A Guide for Search Committee Chairs" book was provided to search committee members upon request.
- UTPA/UTRGV joined the ADVANCE Regional Network (ARN), which is a community of ADVANCE institutions in Texas and operated by the University of Houston. Participating in the network are the University of Houston, Rice University, Texas A&M University, and Prairie View A&M University. (See earlier in this report for more information.)
- The ARN and UH began a pilot e-mentoring program. 2 tenured STEM and 3 tenured SBE women faculty at UTPA volunteered to serve as e-mentors to junior faculty at any of the ARN institutions. 5 STEM and 2 SBE women faculty at UTPA signed up as mentees for the program[\[o1\]](#).
- Leadership training continued through the third cohort of the ADVANCE Leadership Institute; 18 faculty, including two from Brownsville and one from the RAHC, completed this cohort. 3 of the UTPA faculty were tenured STEM women, and 2 were tenured SBE women. The Institute curriculum focuses on women's issues and challenges in higher education leadership, with mentoring as a key component. Across the 3 cohorts who have completed the Institute since the ADVANCE Program began, a total of 11 STEM women (representing 50% of all T/TT UTPA STEM women), and 3 SBE women (representing 16% of all UTPA T/TT SBE women) have completed the Institute. Of the 11 STEM women, 3 were Latina (representing 50% of all T/TT STEM Latinas). See earlier in this report as well as Attachments 1-3 for details.
- The second ADVANCE Administrative Fellows Program was held in 2014-15 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 3 fellows in the second cohort, 2 were STEM women; the other was a STEM man. Between the 2 cohorts who completed the Program, 5 of the 8 Fellows (63%) have been STEM women, 2 (25%) of whom are Latina. See earlier in this report, and Attachments 2 and 3 for details.
- Three STEM women and 3 SBE women (including 1 Latina) received ADVANCE funds to support Graduate Assistants in 2014-15.
- Zina Eluri (SBE), for her project "*Development of a behavioral observation data collection system for use with children*";
- Megan Keniry (STEM), for her project, "*Investigating how FOXO factors contribute to PI3K pathway induction by insulin*";
- Evangelina Kotsikorou, (STEM), for her project, "*Mutational Study of the Human GPR119 Receptor*";
- Christine Reilly (STEM), for her project "*Quantitative Comparison of Methods for Ranking users in an Online*

*Directional Social Network",*

- Laura Seligman (SBE), for her project *"Examination of the link between obesity and internalizing psychopathology in youth"*; and
  - Amy Weimer (SBE), Associate Professor of Psychology, for her project *"Bilingualism as a key to school success"*.
  - A variety of workshops/presentations and trainings were conducted, campus-wide and within the WFN (see Attachments 1-3 and earlier in this report for details).
- A 4.5-hour workshop on teaching for the New Faculty Support Program was conducted in Fall 2014 by UTPA faculty and administrators.
- 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, on 3/13/15. See Attachment 3 on Participation and Feedback.
- ADVANCE Team members attended a Postdoc Workshop conducted by the University of Houston in April 2015.
- One STEM woman and two SBE women in non-tenured positions participated in the ADVANCE Postdoc Workshop at the University of Houston to gather information and advice on transitioning to a tenure-track position.
- ADVANCE Team members participated in the Summer Writing Retreat at Jackson State Univ. in May 2015.
- ADVANCE Team members will participate in the Spring 2015 NSF ADVANCE Workshop in Baltimore, including giving a poster presentation and panel presentations.
- ADVANCE Leadership Team members attended the inaugural University of Texas System Senior Women Leadership Network Workshop on Sponsoring/Developing Future Women Leaders, in Austin, January 2015.
- ADVANCE Leadership Team members participated in the annual conference of the American Association for Hispanics in Higher Education in Frisco, Texas, March 2015.
- One ADVANCE Leadership Team member will participate in the 41st annual conference of the American Association for Access, Diversity, and Equity (formerly known as the American Association for Affirmative Action) in New Orleans, June 2015.

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

- The ADVANCE grant major activities and accomplishments (including the institutionalization of the UTRGV WFN) were publicized to the campus community and the broader/external community through news stories and press releases, many of which were widely picked up by local, regional and state media. These are being posted both on UTPA's and UTRGV's websites. See Attachment 1.
- ADVANCE updates continue to be disseminated through email via the ADVANCE dedicated email ([ADVANCE@utpa.edu](mailto:ADVANCE@utpa.edu)); the WFN listserv (which was extended to include all full-time women faculty hired into URGV (including those in Brownsville) in February 2015); 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 Internal Advisory Committee, the University Council, the Women's Faculty Network, the Council of Chairs, and the Faculty Senate (both in Edinburg and in Brownsville).
- The [UTPA ADVANCE website](#) 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](http://www.utpa.edu/advance). The website also features a "Faculty Spotlight" where successful STEM/SBE women (and their success stories) are highlighted. We are updating and transitioning this website for UTRGV.
- The [ADVANCE Online Recruitment plan](#), a fully-online recruitment portal that was developed and implemented last year, is used in part to disseminate information, resources and best practices throughout the recruitment process.

- The enhanced job advertisements (with language related to diversity and ADVANCE) has also been used as a tool for disseminating UTRGV ADVANCE goals and efforts.
- Members of the ADVANCE Leadership Team gave an invited presentation *"Advancing and Empowering Women through Leadership Development and Institutional Change"* at the inaugural University of Texas System Senior Women Leadership Network Workshop on Sponsoring/Developing Future Women Leaders, in Austin, January 2015.
- Members of the ADVANCE Leadership Team presented *"UTPA ADVANCE Program: Activities and Lessons Learned for the Advancement of Women"* to the Association for Behavioral and Cognitive Therapies Women's Special Interest Group in Philadelphia, November 2014
- An ADVANCE Leadership Team member presented *"The Importance of Women in STEM"* at the Women's Leadership Conference at the University of Texas - Pan American, in March 2015.
- At the Spring 2015 NSF ADVANCE Workshop in Baltimore, members of the UTPA ADVANCE team will present *"Advancing and Empowering STEM Women through Networking, Mentoring, and Active Engagement"* in both a poster presentation and as part of a panel discussion.
- The ADVANCE Leadership Team will present *"NSF ADVANCE Program: Overview, Initiatives and Outcomes at an HSI"* at the annual conference of the Hispanic Association of Colleges and Universities in Miami, October 2015.
- Throughout the year, members of the ADVANCE Leadership Team disseminated information about UTPA ADVANCE through meetings, at conferences, and through conference calls with colleagues at other institutions, including the AIM network, UC Davis, the University of Houston, the University of Texas at El Paso, New Mexico State University, the University of Arizona, the University of Houston, Jackson State University, Rice, the University of Delaware, and others.
- The Social Science Study team presented: *"Triangulating Climate Isms"* at the Annual Conference of the Western Political Science Association in April 2015.

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

**I. Management and Administration**

- With the consolidation of UTPA and UTB to form UTRGV in Fall 2015, ADVANCE program activities will be streamlined to be fully integrated and implemented into both campuses and the new Medical school.
- The added responsibility in the renamed Office of the Vice Provost for Faculty Affairs and Diversity is expected to lead to further institutionalization of ADVANCE initiatives/goals.
- Restructure the leadership and implementation teams to ensure representation from all campuses.
- Educate and engage UTRGV new administrators and faculty about ADVANCE goals and activities.
- Compile the UTRGV faculty diversity data and indicators.
- Review and implement recommendations by external and internal evaluators.

**II. Recruitment**

- Continue to track the progress in all STEM/SBE searches, including views/responses to additional advertising venues.
- Conduct regular meetings with STEM/SBE Department Chairs and Deans to continuously review ADVANCE recruitment outcomes, and identify strategies to facilitate future recruitment cycles and anticipate needs in UTRGV.
- Expand ADVANCE search committee trainings using faculty trained in the 2014 WISELI train-the-trainers workshop. A "refresher" workshop may be offered as some trainers expressed concerns about conducting the training.
- Review the internal evaluator's assessment and feedback of candidates who accepted versus declined positions at UTRGV, to improve recruitment efforts.
- Review and develop plans to address the external evaluator's assessment of the progress toward meeting UTRGV's ADVANCE goals for recruitment.
- Continue to use ADVANCE funds to send STEM/SBE faculty to major academic conferences, and to bring more

- STEM/SBE women for on-campus interviews, to recruit diverse applicant pools.
- Incorporate new policies developed by the Policy and Climate component into the Online Recruitment Portal, including posting the Dual Academic Career Hiring Program/Guidelines on the website.
- Integrate the ADVANCE recruitment portal with the more general UTRGV faculty recruitment system so that search committees use only one website to meet all institutional requirements and ADVANCE Program needs.
- Streamline the ADVANCE and EEO trainings into one training.

### **III. Advancement**

- Plan and offer the fourth ADVANCE Leadership Institute (to be held in Spring 2016). The call for applications will be made in Summer 2015, and faculty will be selected in Fall 2015. The next Institute will be offered in mornings instead of afternoons to increase potential participation by STEM/SBE women who have afternoon scheduling conflicts and could not participate in previous cohorts.
- Issue the call for requests and applications for the third ADVANCE Administrative Fellows Program (which will start in Fall 2015) by administrative offices and faculty in Summer 2015.
- Finalize plans for the inaugural ADVANCE Associate-to-Full Program (to be held in 2015-16) and issue the call for applications in Summer 2015. (It was slated to begin in 2014, but postponed due to the transition to UTRGV.)
- Continue to use ADVANCE funding for STEM/SBE women to hire graduate assistants.
- Identify and invite guest speakers to discuss issues of particular relevance to academic STEM/SBE women. The WFN is also planning to begin a Women's Speakers Series, to showcase women's research on campus.
- Plan for a new Distinguished Faculty Colloquial Series, and send a call for applications in Summer 2015.
- Identify STEM and SBE women for the 2nd University of Texas System Senior Women's Leadership Workshop (designed for women faculty and administrators who have the desire and potential to be senior leaders), expected in 2017.
- Review the external and internal evaluators' assessments and feedback of this component to determine how it can be improved.
- Review and move forward with recommendations from the Latina women roundtable discussion that occurred in Spring 2015 to refocus ADVANCE efforts to meet the needs of STEM and SBE Latinas.
- Plan for, and host, the ARN PostDoc Conference at UTRGV.
- Continue participating in the ARN; if the ARN pilot e-Mentoring Network is deemed efficient, we will continue to be involved.

### **IV. Policy and Climate**

- Finalize recommended revisions to the UTRGV drafted HOP policies, which include ADVANCE-related language and initiatives for Tenure/Promotion, Third Year Review, Annual Review, Workload, Authorized Paid Leave, and Sick Leave. This will involve working with the newly constituted UTRGV Faculty Senate.
- Transition the existing Dual Academic Career Hiring Program from UTPA into UTRGV in 2015-16.
- Continue to conduct exit surveys and interviews to assess department and campus climate, as well as potential factors leading to faculty turnover. We will also begin surveying Department Chairs to better assess department climate. We will subsequently develop plans to address department and campus climate issues.
- Continue to identify means to improve departmental climate, including through workshops and interventions by outside experts (in conjunction with the Education and Empowerment component).
- The second Department Excellence Award in Mentoring will be awarded.
- Finalize editing of a volume on dual career hiring based on the presentations given at UTPA's Spring 2014 Dual Career Hiring Symposium.
- Continue to identify space on both campuses for additional Nursing Mother Suites, as part of the efforts to make UTRGV a "mother-friendly" campus. We will also publicize the new Nursing Mother Suites on campus, and pursue the designation of the Texas Workforce Commission's "Mother Friendly Workplace".

### **V. Education and Empowerment**

- Continue to host WFN activities on both campuses, and ensure representation at truly important academic affairs teams in terms of decision-making. Seek WFN representation on other key university bodies, such as the President's Council.
- Continue to implement the work of the WFN standing committees, and share concerns/issues raised in the WFN with the upper administration and other stakeholders.

- Analyze participation rates and feedback from WFN meetings on both campuses to increase the efficiency of the network to best address the needs of STEM, SBE, and other women faculty, particularly during the transition.
- 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 UTRGV, other participating institutions will be UC Davis, UTEP, the Univ. of Arizona, and NMSU. This network will increase regional opportunities for networking, mentoring, and professional development of STEM Latinas.
- Continue to host workshops and trainings specifically for department chairs, targeted toward improving climate at the department level (in conjunction with the Policies and Climate initiative).
- Continue to host workshops and trainings to address implicit bias in the evaluation of faculty for tenure and promotion, annual review, and post-tenure review. These will be in addition to continuing search committee training (in conjunction with the Recruitment component).
- Continue to review the internal evaluator's and the external evaluator's assessment and feedback of this component.
- The ADVANCE Leadership Team will present “*NSF ADVANCE Program: Overview, Initiatives and Outcomes at an HSI*” at the annual conference of the Hispanic Association of Colleges and Universities in Miami, October 2015.
- Continue to identify venues to disseminate information about UTRGV’s ADVANCE Program.

## **VI. Social Science Study**

- The SSS Team will analyze and report on the Year 3 Climate Study data, and report back to the ADVANCE Leadership Team as well as internal and external evaluators and advisory committees.
- Continue to prepare and present findings at national venues.

## **Supporting Files**

Filename	Description	Uploaded By	Uploaded On
Workshops, Seminars, and Events.pdf	Listing of Programs Sponsored by ADVANCE and the events throughout AY 2014-2015.	Ala Qubbaj	05/29/2015
Program Calls and Details.pdf	Calls, details, and documentation.	Ala Qubbaj	05/29/2015
Participation and Feedback.pdf	Summary of participant feedback for programming and events throughout AY 2014-2015,	Ala Qubbaj	05/29/2015
2015 Social Study Instruments- Chair Survey, Climate Survey.pdf	Social Study Instruments- Includes Chair Survey and Climate Survey	Ala Qubbaj	05/29/2015

## **Products**

### **Books**

### **Book Chapters**

### **Conference Papers and Presentations**

Mora, Marie T., Ala R. Qubbaj, Havidán Rodríguez, and Claudia García (2015). *Advancing and Empowering STEM Women through Networking, Mentoring, and Active Engagement..* 2015 ADVANCE Program Workshop. Baltimore, MD. Status = OTHER; Acknowledgement of Federal Support = Yes

Rodríguez, Havidán, Ala R. Qubbaj, and Marie T. Mora (2015). *Advancing and Empowering Women through Leadership Development and Institutional Change*. Inaugural University of Texas System Senior Women Leadership Network Workshop. Austin, TX. Status = OTHER; Acknowledgement of Federal Support = Yes

Qubbaj, Ala R., Marie T. Mora, Havidán Rodríguez, Kristine Lowe, and Claudia García (2015). *NSF ADVANCE Program: Overview, Initiatives and Outcomes at an HSI*. Conference of the Hispanic Association of Colleges and Universities. Miami, FL. Status = OTHER; Acknowledgement of Federal Support = Yes

Mora, Marie T. (2015). *The Importance of Women in STEM*. Women's Leadership Conference. Edinburg, TX. Status = OTHER; Acknowledgement of Federal Support = Yes

Lavariega Monforti, Jessica, and Margaret Graham (2015). *Triangulating Climate Isms*. Annual Conference of the Western Political Science Association. . Status = OTHER; Acknowledgement of Federal Support = Yes

Mitchell, Rebecca, and Claudia García (2014). *UTPA ADVANCE Program: Activities and Lessons Learned for the Advancement of Women*. Association for Behavioral and Cognitive Therapies Women's Special Interest Group. Philadelphia, PA. Status = OTHER; Acknowledgement of Federal Support = Yes

## **Inventions**

## **Journals**

## **Licenses**

## **Other Products**

*Brochure.*

ADVANCE Recruitment Brochure: Achieving Diversity & Excellence in Faculty Recruitment

*Brochure.*

UTPA ADVANCE Program Brochure, "Attracting and Nurturing Women Faculty"

*Brochure.*

What Can ADVANCE Do for You Handout

*Brochure.*

Women's Faculty Network Rack Card

## **Other Publications**

## **Patents**

## **Technologies or Techniques**

## **Thesis/Dissertations**

## **Websites**

*UTPA ADVANCE Online Recruitment Portal*

<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.

**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](http://www.utpa.edu/advance)

**UTPA Nursing Mother Suites**  
[http://portal.utpa.edu/utpa\\_main/dba\\_home/hr\\_home/hr\\_employee\\_programs/suites](http://portal.utpa.edu/utpa_main/dba_home/hr_home/hr_employee_programs/suites)

The UTPA Nursing Mother Suites website provides information on the nursing mother suites, which are available for faculty, staff and students in need of a private, secure and sanitary location to express breast milk and to provide a comfortable and quiet location to breastfeed a child. The university supports women who are balancing work and study commitments with their needs as mothers of young children. Information about the ADVANCE Program is also provided.

### Supporting Files

Filename	Description	Uploaded By	Uploaded On
WomensFacultyNetwork rack card.pdf	Rack Card including WFN Mission Statement, Activities, & Contact Info.	Ala Qubbaj	05/29/2015
ADVANCE General Info Brochure Attracting & Nurturing Women Faculty.pdf	Brochure highlighting the various components of the ADVANCE program.	Ala Qubbaj	05/29/2015
ADVANCE Recruitment Brochure Achieving Diversity & Excellence in Faculty Recruitment.pdf	Recruitment Brochure with resources for every stage of the process	Ala Qubbaj	05/29/2015
What Can ADVANCE do for you.pdf	One-page Highlights for Recruitment	Ala Qubbaj	05/29/2015

### 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, Cristina	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	2
Gutierrez, Nicole	Other Professional	1

**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:** Administration, Leadership, Management**Funding Support:** No**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:** Social Science Study**Funding Support:** No**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:** Administration, Management, Leadership

**Funding Support:** No

**International Collaboration:** No

**International Travel:** No

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**Cristina Villalobos**

**Email:** mcvilla@utpa.edu

**Most Senior Project Role:** Co PD/PI

**Nearest Person Month Worked:** 0

**Contribution to the Project:** Policy & Climate Change

**Funding Support:** No

**International Collaboration:** No

**International Travel:** No

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**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

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**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

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**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

**Funding Support:** N/A

**International Collaboration:** No

**International Travel:** No

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**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

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**Marci McMahon**

**Email:** mcmahonmr@utpa.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Policies and Climate Team

**Funding Support:** N/A

**International Collaboration:** No

**International Travel:** No

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**Rebecca Mitchell**

**Email:** mitchell@utpa.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 2

**Contribution to the Project:** Recruitment and Advancement Teams and Fellow

**Funding Support:** N/A

**International Collaboration:** No

**International Travel:** No

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**Marie T. Mora**

**Email:** mtmora@utpa.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 2

**Contribution to the Project:** Education & Empowerment and Advancement Teams and Fellow

**Funding Support:** N/A

**International Collaboration:** No

**International Travel:** No

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**Rajiv Nambiar****Email:** nambiar@utpa.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1**Contribution to the Project:** Recruitment Team**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:** cgarcia1o@utpa.edu**Most Senior Project Role:** Other Professional**Nearest Person Month Worked:** 2**Contribution to the Project:** Program Coordinator**Funding Support:** No**International Collaboration:** No**International Travel:** No**Nicole Gutierrez****Email:** gutierrezny@utpa.edu**Most Senior Project Role:** Other Professional**Nearest Person Month Worked:** 1

**Contribution to the Project: Data Analyst****Funding Support:** No**International Collaboration:** No**International Travel:** No

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**What other organizations have been involved as partners?**

Nothing to report.

**What other collaborators or contacts have been involved?**

Nothing to report

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## 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. More than 120 faculty members in 4 colleges participated in ADVANCE-related training for search committees.
- Faculty members serving on STEM/SBE search committees included T/TT women, ranging between 21%-28%.
- ADVANCE has been providing additional faculty research opportunities for STEM/SBE women through graduate student assistant support.
- The ADVANCE Leadership Institute and the Administrative Fellows Program has resulted in a larger pool of potential STEM and SBE women leaders. See Attachments 1 and 2 for details.
- 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 (92%), STEM Latinas (83%), SBE women (67%), and SBE Latinas (100%) in WFN activities has been phenomenal; see Attachment 3 for details.
- Faculty exit surveys and interviews have allowed us to receive climate feedback from STEM/SBE departments and to work on addressing the issues raised.
- We expect that the Dual Academic Career Hiring Program will result in increased success in faculty recruitment and retention. The incorporation of ADVANCE-related language and family-friendly policies into the drafted UTRGV should also contribute to increasing STEM/SBE women faculty retention and improving climate.
- Three STEM women and 3 SBE women (including 1 Latina) received ADVANCE funds to support Graduate Assistants for research projects in 2014-15.
  - Zina Eluri (SBE), for her project *“Development of a behavioral observation data collection system for use with children”*;
  - Megan Keniry (STEM), for her project, *“Investigating how FOXO factors contribute to PI3K pathway induction by insulin”*;
  - Evangelina Kotsikorou, (STEM), for her project, *“Mutational Study of the Human GPR119 Receptor”*;
  - Christine Reilly (STEM), for her project *“Quantitative Comparison of Methods for Ranking users in an Online Directional Social Network”*;
  - Laura Seligman (SBE), for her project *“Examination of the link between obesity and internalizing psychopathology in youth”*; and
  - Amy Weimer (SBE Latina), Associate Professor of Psychology, for her project *“Bilingualism as a key to school*

success".

## 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/SBE 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 and the ADVANCE Administrative Fellows Program.
- The ADVANCE Leadership Institute and Administrative Fellows program (which were extended to all colleges) has resulted in a larger pool of potential leaders. See Attachments 1 and 2 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. 87 T/TT women (representing 51% of all T/TT women at UTPA) participated in the WFN activities in 2014-15. Of these, 52 were non-STEM (41% of all non-STEM women); 20 were non-STEM Latinas (38% of all non-STEM Latinas). See Attachment 3 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 should also contribute to increasing faculty retention and improving campus climate.

## What is the impact on the development of human resources?

- Training conducted for all search committee members and for Tenure & Promotion, Annual Review, and Post-Tenure Review Committees should 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. For details, see Attachment 2.
- The WFN (which is open to all women at UTPA) has provided a series of trainings and workshops for female faculty members. (See Attachments 1 and 3 for details.)
- The ADVANCE grant enabled us to provide graduate student assistants with the experience of working directly with STEM and SBE female faculty, impacting the next generation of academics.

## What is the impact on physical resources that form infrastructure?

- The ADVANCE grant has enabled 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.
- A Lactation Policy Committee, and collaborations between the ADVANCE Team and other campus stakeholders, resulted in the creation of four Nursing Mother Suites.

## 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 included in the UTRGV HOP.
- Institutionalization of faculty exit surveys and interviews, along with a Chair's Survey.
- Through the Education and Empowerment Component of ADVANCE, the Women's Network was created. In the 2014-15 academic year, the UTRGV WFN became institutionalized with the signing of the WFN bylaws. The WFN has representation on key Academic Affairs teams, a WFN Executive Team, six WFN standing committees, and

- instituted regular meetings between the WFN Executive Team and the UTRGV Provost.
- Mentoring has been instituted for all new faculty, new department chairs, and for the ADVANCE Leadership Institute participants. Joining the ARN and participating in the pilot e-Mentoring Network has also led to more mentoring opportunities.

## **What is the impact on information resources that form infrastructure?**

- Continued updates of the ADVANCE website, as well as several brochures and public affairs news coverage, has impacted information resources.
- An exclusive [ADVANCE@utpa.edu](mailto:ADVANCE@utpa.edu) email address was established and is used to disseminate information about the ADVANCE Program and its various components. We are transitioning this to UTRGV.
- The Women's Faculty Network list-serv allows for easier dissemination of information of particular importance to STEM/SBE and other women faculty (as well as information important to faculty in general, such as institutional announcements). We are transitioning this listserv into UTRGV; all full-time women faculty hired into UTRGV have already been added to the WFN listserv.
- Having WFN representatives be a part of key Academic Affairs decision-making teams will provide the opportunity for these representatives to learn firsthand about issues and policies of particular importance to women faculty; 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 ADVANCE Online Recruitment portal (which was required for all tenured/tenure-track searches in STEM/SBE) is a key tool to provide information and resources and to ensure the integration of ADVANCE recruitment practices in the university infrastructure.
- Mentoring has been instituted for all new faculty, new leaders, and for the ADVANCE Leadership Institute participants.

## **What is the impact on technology transfer?**

Nothing to report.

## **What is the impact on society beyond science and technology?**

- The gender and ethnic diversification of the professorate will have an impact on society through providing role models for female students (particularly Latinas) to enter the STEM and SBE 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**

- Based on feedback from the 3rd Year Site Visit, the logic model and its alignment with the ADVANCE components (particularly in consideration of Latinas in STEM) were revised.
- We replaced one of the members (Laura Kramer) of the External Advisory Committee with Patrice McDermott, Vice Provost for Faculty Affairs at the University of Maryland Baltimore County, to bring in a new perspective.
- We will be changing the session times of the Spring 2016 ADVANCE Leadership Institute to the mornings instead of afternoons, to accommodate STEM/SBE women faculty who have afternoon commitments and have not been able to participate.
- In the ADVANCE Leadership Institute, we changed one session (“Be the Change”) to “Women in Leadership” based on feedback from previous Institute graduates that having an entire session on women in leadership would be beneficial.
- Many of the UTPA policies approved in 2013-14 by the Faculty Senate were placed on hold in 2014-15 due to the transition to UTRGV. With two members of the ADVANCE Leadership Team on the UTRGV HOP Advisory

- Committee, ADVANCE-related language and initiatives designed for a more family-friendly climate have been included in the HOP drafts. The new HOP has not yet been approved by stakeholders.
- The recruitment team has been working closely with the WFN 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. There is now space in the recruitment portal to request such meetings. This has helped us with scheduling some of these meetings with several days' notice, but there are still last minute requests by search committees partly due to the late nature of the hiring cycle from the transition to UTRGV.
  - Due to the small numbers of Latinas in STEM and SBE at UTPA/UTRGV (a total of 9), members of the ADVANCE Leadership Team have been working to create a network of STEM Latinas along the Border with colleagues at 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 border institutions.
  - In the evaluation component, the collection and tracking of assessment data has continued to be challenging in light of the transition to UTRGV. However, with the database/hub housing all ADVANCE-related data, we expect to have a more efficient way to collect and analyze the data moving forward.
  - We discontinued using ADVANCE funds for STEM/SBE women recommended for funding for a variety of existing programs on-campus (including the Junior Faculty Travel Support Program, the Faculty Development Funding Program, the Faculty Research Council, and the Undergraduate Research Initiative) based on the NSF 3rd Year Site Visit.
  - We discontinued admitting tenure-track faculty into the ADVANCE Leadership Institute due to feedback from the NSF 3rd Year Site Visit regarding concerns that tenure-track faculty should spend their time developing research at this stage in their careers.
  - We will discontinue admitting tenure-track faculty into the ADVANCE Administrative Fellows Program due to feedback from the NSF 3rd Year Site Visit regarding concerns that tenure-track faculty should spend their time developing research at this stage in their careers.
  - The internal evaluator discontinued her previous proactive involvement in ADVANCE-related initiatives (including the Women's Faculty Network) to avoid any appearance of conflict of interest, based on the NSF 3rd Year Site Visit.

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

- The transition to UTRGV has posed (and will continue to pose) significant challenges in the recruitment of faculty (due to uncertainty about the institution's future direction and professional expectations of faculty, including the frequency of traveling between the campuses and the requirements for tenure/promotion). This might especially be the case for the recruitment of senior/tenured faculty and department chairs, as many of the leadership positions are interim. As the permanent deans are selected, and as such requirements are known, this should help alleviate this problem.
- It remains to be seen if the transition to UTRGV will pose significant challenges in the retention of faculty (due to uncertainty about the institution's future direction and the professional expectations of faculty, including the frequency of traveling between the campuses and the requirements for tenure/promotion). Now that we are closer to the transition, and now that the UTRGV Provost is instituting a two-year "grace period" for current faculty to continue being evaluated on UTPA/UTB tenure/promotion standards, we hope that such uncertainty will be alleviated.
- UTRGV implemented an online recruitment system (PeopleAdmin) for all faculty searches that was independent of the ADVANCE portal in 2014-15. This created some confusion among the STEM/SBE Search committee Chairs and members as to which system to use. They ended up having to use both despite the significant redundancy in the two systems. Plans are underway to merge the ADVANCE portal into PeopleAdmin to remove the redundancy and confusion, create a single system, and streamline all faculty searches regardless of field.
- Despite the efforts of the outside search consultants, the number of women who applied and were interviewed for the College of Sciences Dean Position was quite small (3 applicants out of 37; 1 WebEx interview out of 13).
- The gender diversity requirement on all search committees initially placed a burden on STEM/SBE and other

women in departments with few women, as some were serving on multiple searches. Moving forward, in these cases, having women from other departments in closely related fields serve on these committees will be encouraged to alleviate such burdens.

- 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 working to create 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. We also had a roundtable discussion in Spring 2015 with STEM/SBE Latinas and other faculty to identify specific ways to use ADVANCE to help with the promotion and advancement of this group. We expect to incorporate some of these suggestions moving forward.

### **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.

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## **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
Internal Evaluator Report 2015.pdf	Internal Evaluator Summary Report	Ala Qubbaj	05/30/2015
Indicator Charts and Tables.pdf	NSF Indicator Charts and Tables 2014-2015	Ala Qubbaj	05/30/2015