

Abstract for an Invited Paper
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That None Shall Perish

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Despite efforts to increase the number of women faculty in the STEM disciplines, the representation of women, particularly in higher academic ranks remains disproportionately low. As a means of addressing this issue, the National Science Foundation (NSF) ADVANCE Program has as its mission to increase the participation and advancement of women in academic science and engineering careers. As such, the Program utilizes advances in social science research, as well as both demonstrated and novel strategies rooted in organizational change theory as a means of targeting gender diversity issues in the science, technology, engineering, and mathematics (STEM) disciplines. This presentation will provide an overview of the current status of women faculty, as well as the ADVANCE Program and the mechanisms by which it has supported institutions of higher education. Additionally, vital best practices and the concomitant incorporation of them into the institutional infrastructure will be discussed. These include, but are not limited to: strategic training on implicit bias, programmatic focus on departmental leadership, use of professional development grants, institutionalization of mentoring, incorporation of transparency in policies and procedures, demonstration of sensitivities toward work-life balance issues and women of color.