

NDSU receives NSF grant to adapt Advocates and Allies as national model

NDSU has been awarded an ADVANCE Partnerships for Learning and Adaptation Networks, known as PLAN, grant of nearly \$700,000 from the National Science Foundation. The federal funding is intended to improve the recruitment, retention and advancement of women faculty in science and engineering through adaptation and implementation of previously effective ADVANCE programs.

According to Canan Bilen-Green, Vice Provost, the funding is for extending the Advocates and Allies program to other institutions, with a special focus on engineering. The grant will be directed by principal investigators Bilen-Green; Ann Burnett, Women and Gender Studies; Tom Carlson and Christi McGeorge, Human Development and Family Science; Roger Green, Electrical and Computer Engineering; and Kevin McCaul, Psychology. Other investigators are Kevin Brooks and Andrew Mara, English; Alan Denton, Physics; and Rob Gordon, Psychology.

During the past seven years, NDSU's ADVANCE program developed and implemented FORWARD Advocates and Allies, a program of male faculty who are proponents about issues of gender equality. The men serve as change agents, supporting more female faculty, encouraging the hiring and promotion of female faculty in administrative positions and ensuring fair, equitable treatment for women within their units.

The ADVANCE funding will be used to pilot test, refine and grow the NDSU program into a national model. In addition to NDSU, the core learning and adaptation network partners include The Ohio State University, Rochester Institute of Technology, University of North Texas and University of Wyoming.

The project will target engineering, an area experiencing a declining number of women earning advanced degrees and where many doctoral students are not seeking jobs in academia. The project will test the effectiveness of advocate and ally groups to advance the number of women in the STEM subjects of science, technology, engineering and mathematics.

The new ADVOCATES FORWARD project had its kick-off on Friday, Oct. 2, at NDSU with representatives from the participating universities on campus for training and project launch.

The project is funded through grant number 1500604.