

Overview of ADVANCE and the University of Maine

INCREASING THE PARTICIPATION AND
ADVANCEMENT OF WOMEN IN ACADEMIC
SCIENCE AND ENGINEERING CAREERS

Principal Investigator: Dr. Susan Hunter, Vice
President for Academic Affairs and Provost

Steps up
and
forward for
women in
science



ADVANCE-Institutional Transformation awards

“SHOULD CREATE POSITIVE,
SUSTAINABLE, AND PERMANENT
CHANGES IN ACADEMIC CLIMATES BY
TRANSFORMING INSTITUTIONAL
PRACTICES SYSTEMATICALLY”

Why this approach?

"IT WASN'T THE WOMEN. . . THE SYSTEM THEY WERE WORKING IN WAS LITTERED WITH OBSTACLES TO THEIR SUCCESS."

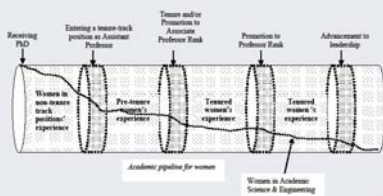
ALICE HOGAN

What are common institutional problems?

**OVERALL PROBLEM:
DIFFERENTIAL OUTCOMES BY
SEX**

**LEAKY PIPELINE – FROM
RECRUITMENT/HIRING
THROUGH ALL STAGES OF THE
ACADEMIC CAREER.**

Background - The Leaky Pipeline of Women's Representation in Academic S&E



Adapted from Mason et al., 2005



Broad goals of ADVANCE

- RECRUITMENT
- RETENTION
- ADVANCEMENT

•CREATE KNOWLEDGE ABOUT HOW INSTITUTIONAL CHANGE CAN BE ACHIEVED

Our Institutional Data

Objective data
Women underrepresented

Academic climate data:
Isolation, bullying

Goals for a Rising Tide

1. Increase the percentage of women in STEM and SBS fields at UMaine throughout the academic pipeline.

Goals for a Rising Tide

2. Provide support for effective policies, programs, and professional development opportunities aimed at the recruitment, retention, and advancement of women faculty.

Goals for a Rising Tide

3. Decrease isolation and facilitate recruitment, retention, and advancement of women at UMaine by creating a positive work environment, lowering barriers to success, and improving connections within and outside of Maine.

Goals for a Rising Tide

4. Engage the University of Maine System campuses and the system-wide faculty union with programs, policies, and professional development activities that will support ADVANCE goals throughout the state.

A Rising Tide: Advancing Women and Leadership at the University of Maine



Interested in Participating?

- Amy Fried
 - Amy.fried@umit.maine.edu
- Susan Gardner
 - Susan.gardner@umit.maine.edu
- Karen Horton
 - Karen.horton@umit.maine.edu
- Jody Jellison
 - Jody.jellison@umit.maine.edu
