Goal

To create an integrated campus-wide set of initiatives and to ensure their implementation through the CU-ADVANCE center that permanently resides in the Provost's Office. The CU-ADVANCE Center is a central resource that shares "best practices" for recruitment, retention and promotion of women faculty, and connects faculty and decision makers across departments and colleges.

Objectives

Over the life of the grant, achieve 20% women faculty in each S&E department and increase the number of senior women S&E faculty. Increase the commitment at all levels of the university to the recruitment, retention, development, and promotion of women faculty. Conduct studies on the factors that affect the climate for women faculty, develop initiatives to address these factors and institute programs to increase awareness.

Constituents

Faculty in the Physical, Life, and Social Sciences and Engineering from the 5 colleges that house the largest number of these faculty: College of Agricultural and Life Sciences, College of Arts and Sciences, College of Engineering, College of Human Ecology, and College of Veterinary Medicine.

Initiatives

The CU-ADVANCE Center sets forth 4 broad initiatives, on recruiting, faculty development, climate, and evaluation:

The Faculty Development Initiative includes

• Sharing of “best practices” to aid in formal mentoring programs for all faculty in S&E.

• Workshops, networking lunches and “Career Stage Retreats” to increase women faculty’s effectiveness at all ranks through improved access to information and resources that support academic activities

• Grants:

Professional Development Grants that provide travel funds to pre-tenure women engineers, life scientists, social scientists and physical scientists to visit senior, recognized researchers in their area and/or the opportunity to host such researchers at Cornell for a colloquium.

Research Initiation Awards for associate women faculty as they near promotion to full, by funding research activities and initiatives that represent either a new direction or a renewed line of inquiry.

The Recruitment Initiative includes

• Development and implementation of strategies for successful recruiting of women through annual Fall department chair and search committee workshops and lectures focused on effective recruitment and equity in hiring

• Interview support for women candidates

• S&E-specific centralized dual-career placement support and expedited funding for partners of S&E women candidates

• Two prestigious named lecture series (Barbara McClintock and Carolyn Baldwin Morrison), for use in recruiting early-career women.
The Climate Initiative includes
• Ongoing climate assessment following up on the Cornell University Work-Life Survey.

The Evaluation Initiative includes
• Quantitative studies on promotion and retention
• Demographic composition and social relations in departments study
• Interview/offer/declined offer/departure tracking for women in S&E and for dual career couples.

Selected Results

Attendance – 285 women faculty members from the STEM and Social and Behavioral Science disciplines attended networking events since they began in February 2007, with individuals choosing to attend more than one function for a grand total of 487 instances of attendance. 75 different departments participated.

Accountability in hiring – The CU-ADVANCE team designed and distributed a new form streamlining the collection of information on hiring, including pool data by gender and ethnic status, offers made and accepted, offers declined. This form will be used for the Deans’ annual reports to the Provost on issues if hiring and diversity.

Products:
• CU-ADVANCE Center Website with resources for recruitment and retention http://advance.cornell.edu
• Brochure entitled Today's Family Matters at Cornell which covers Cornell's financial support and programming for child care; support for the LGBTQ community; support for an aging workforce and the elderly; resources that promote work/life balance; and networking opportunities for faculty and staff.
• A DVD package for national dissemination produced with the Cornell Interactive Theater Ensemble (CITE) entitled “It Depends on the Lens,” It includes a scenario of a search committee making its final decisions on candidates for the short list; a question and answer session with two characters; a research talk on how unconscious bias affects the evaluation of applicants’ dossiers; and handouts with tools and strategies to help avoid unconscious bias in the search process.

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