Our Mission
To increase the recruitment, retention, and promotion into leadership positions of women in the sciences and engineering.

To create and implement an integrated campus-wide set of initiatives to enhance campus climate through the CU-ADVANCE Center.

To be 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
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 and retention of women faculty.

Conduct studies on the factors that affect the climate for women faculty, and institute programs to increase awareness of these factors.

Summary of Resources

Grants
- Professional Development Grants (PDG)
- Grant Development Program
- Small Group Mentoring Program

Recruitment Resources
- Faculty Development Grants (FDG)
- “Coffee-with-the-Candidate”
- Lectures
  - Barbara McClintock Lecture
  - Carolyn Baldwin Morrison Lecture
- Training for Search Committees
  - “It Depends on the Lens” Workshop and DVD
  - “The Interview” Workshop and DVD

Center Events
- Robert L. Harris, Junior ADVANCEments in Science Lecture
- Professional Development Events and Lunches

Pipeline Reports

Constituents
Faculty in the Physical, Life, and Social Sciences, and Engineering across 5 colleges:

- College of Agricultural and Life Sciences
- College of Arts and Sciences
- College of Engineering
- College of Human Ecology
- College of Veterinary Medicine

PIs
- Kent Fuchs, Provost
provost@cornell.edu

- Sheila Hemami, Professor
Electrical and Computer Engineering
hemami@ece.cornell.edu

- Marjolein van der Meulen, Professor
Mechanical and Aerospace Engineering
mcv3@cornell.edu

- Kim Weeden, Associate Professor
Sociology
kw74@cornell.edu

Staff
- Yael Levitte, Executive Director
yl343@cornell.edu
607.255.5489

- Amy Pape Neish, Administrative Assistant
amp73@cornell.edu
607.255.6867

Advancing Cornell's Commitment to Excellence and Leadership
122 Day Hall, Ithaca, NY 14853
Phone: 607 255 6867
FAX: 607 255 4672
email: advance@cornell.edu

advance.cornell.edu
Grants

PROFESSIONAL DEVELOPMENT GRANTS
The PDGs help assistant and associate women faculty prepare for tenure and promotion by heightening their professional visibility. This can take the form of funding the travel to a senior colleague’s institution or by bringing a senior researcher to Cornell to visit the junior scholar’s lab. The grant can also be used to fund professional training opportunities, e.g., training on specialized databases or equipment.

Grants are generally limited to $1,500, and can be used towards travel, accommodations and child care.

Applications are accepted on a rolling basis.

Recent PDG awardee, Connie Yuan
Assistant Professor, Communication

Recruitment Resources

TRAINING FOR SEARCH COMMITTEES
The CU-ADVANCE Center has produced with Cornell’s Interactive Theatre Ensemble two DVDs and workshops:

“Effective Search Practices I: It Depends on the Lens”
Participants learn about unconscious bias in evaluating candidates, and techniques to counter such biases.


FACULTY DEVELOPMENT GRANTS
The FDGs offer up to $50,000 toward a post-doctoral appointment for women who have accepted a Cornell faculty offer. This grant, which supplements departmental resources, funds skill development or training prior to beginning the faculty position. Departments apply on behalf of the applicant; application deadlines are November 15 and April 15.

PIPELINE REPORTS
CU-ADVANCE collected pipeline data intended to give faculty, and in particular search committee members, detailed information about the gender, racial, and ethnic composition of the pool of PhD candidates in their fields. Each file provides the number and percentage of women and persons of color who were granted PhDs by departments (excluding Cornell) ranked in the top 5, top 10, and top 25 in a field. Data on the pipeline of women PhDs are provided for multiple years and, where possible, by subfield.

LECTURES
Two named lecture series provide departments with opportunities to bring potential women candidates to campus. Departments apply and applications are accepted on a rolling basis.

Barbara McClintock Lecture: This series brings a former Cornell undergraduate in her early career (pre-tenure) to Cornell for a technical seminar and a group discussion with women undergraduates.

Carolyn Baldwin Morrison Lecture: This lecture series brings women faculty (+/-3 years from tenure) to Cornell for a technical seminar and a small group dinner.

Center Events

PROFESSIONAL DEVELOPMENT EVENTS AND LUNCHES
CU-ADVANCE offers professional development events throughout the year to gain skills useful in a faculty career.

Past topics have included the tenure and promotion process, effective negotiation, mentoring post-docs, dealing with difficult people, grant writing.

ROBERT L. HARRIS, JUNIOR
ADVANCEments in Science Lecture
An annual campus-wide lecture which features a nationally recognized speaker on gender in academia and the sciences.

Past Speakers: Virginia Valian, Joan Williams, and Alice Hogan. This year our featured speaker is Charles Vest, President Emeritus, MIT, and President National Academy of Engineering.