Mentoring through ADVANCE: Speed Mentoring and ADEPT

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ORWH Workshop on Mentoring Women in Biomedical Careers

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ADVANCE Institutional Transformation

- National Science Foundation (NSF) funded program begun in 2001
- Goal is to facilitate advancement of women on academic tenure-track positions to senior and leadership positions
- Georgia Tech received a $3.7 million, five-year award in 2001

2001 ADVANCE Institutional Transformation Awards

- The Georgia Institute of Technology
- Hunter College
- New Mexico State University
- University of California--Irvine
- University of Colorado—Boulder
- University of Michigan
- University of Washington
- University of Wisconsin—Madison
- University of Puerto Rico—Hamacao

2nd Round ADVANCE Awardee Institutions

- Virginia Tech
- University of Alabama at Birmingham
- Case Western Reserve
- Kansas State
- University of Maryland—Baltimore County
- University of Montana
- University of Rhode Island
- University of Texas–El Paso
- Utah State
- Columbia University

3rd Round ADVANCE Institutions

- Brown
- Cal Poly—Pomona
- Cornell
- Duke
- Iowa State
- Marshall University
- New Jersey Institute of Technology
- Rensselaer Polytechnic Institute
- Rice
- University of Arizona
- University of Illinois—Chicago
- University of Maryland—Eastern Shore
- University of North Carolina--Charlotte

GT's ADVANCE Project Goals

*A network of termed professorships established to mentor women faculty

A series of leadership retreats with women faculty and senior institutional leaders

A series of family-friendly policies

Data gathering and interviews to develop MIT-like Report to chart equity progress

A formal tenure and promotion training process to remove subtle gender, racial, and other biases

A Network of Termed Professors

- A tenured, full professor with a strong research record
- One for each college
- Focus on recruiting and mentoring junior faculty
- Funding received equivalent to endowed chair--$60K/year

NSF ADVANCE Georgia Institute of Technology

Speed Mentoring

- Provides quick feedback to candidates based upon their CV about readiness for promotion and tenure
- Consult for 15 minutes with faculty who have served on the P&T committee(s) previously but are not on them now
- Reviewers identify gaps and offer suggestions for strengthening the case

Speed Mentoring

- Very popular; men also requested access
- Used more by individuals seeking promotion to full professor than those for tenure and promotion to associate
- Allows candidates to see that reviewers may have “different takes” on same CV
- Does require some up-front organization and clear articulation of process

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Removing Bias in P&T

ADEPT (Awareness of Decisions in Evaluating Promotion and Tenure) provides case studies, activities, and various forms of reference material relevant to promotion and tenure evaluations.

One of the primary goals of the instrument is to assist users in identifying forms of bias in evaluation processes to achieve fair and objective evaluations.

The instrument is intended for use by:

CANDIDATES coming up for promotion and tenure.

MEMBERS of unit-level committees evaluating promotion and tenure cases in U.S. universities and colleges.

CONTRIBUTORS: Carol Colatrella coordinates the design team. The chair and members of PTAC and the GT ADVANCE team members, along with other faculty, students, and consultants, have contributed to the ADEPT instrument. The alpha and beta versions of ADEPT can be viewed at http://www.adept.gatech.edu.

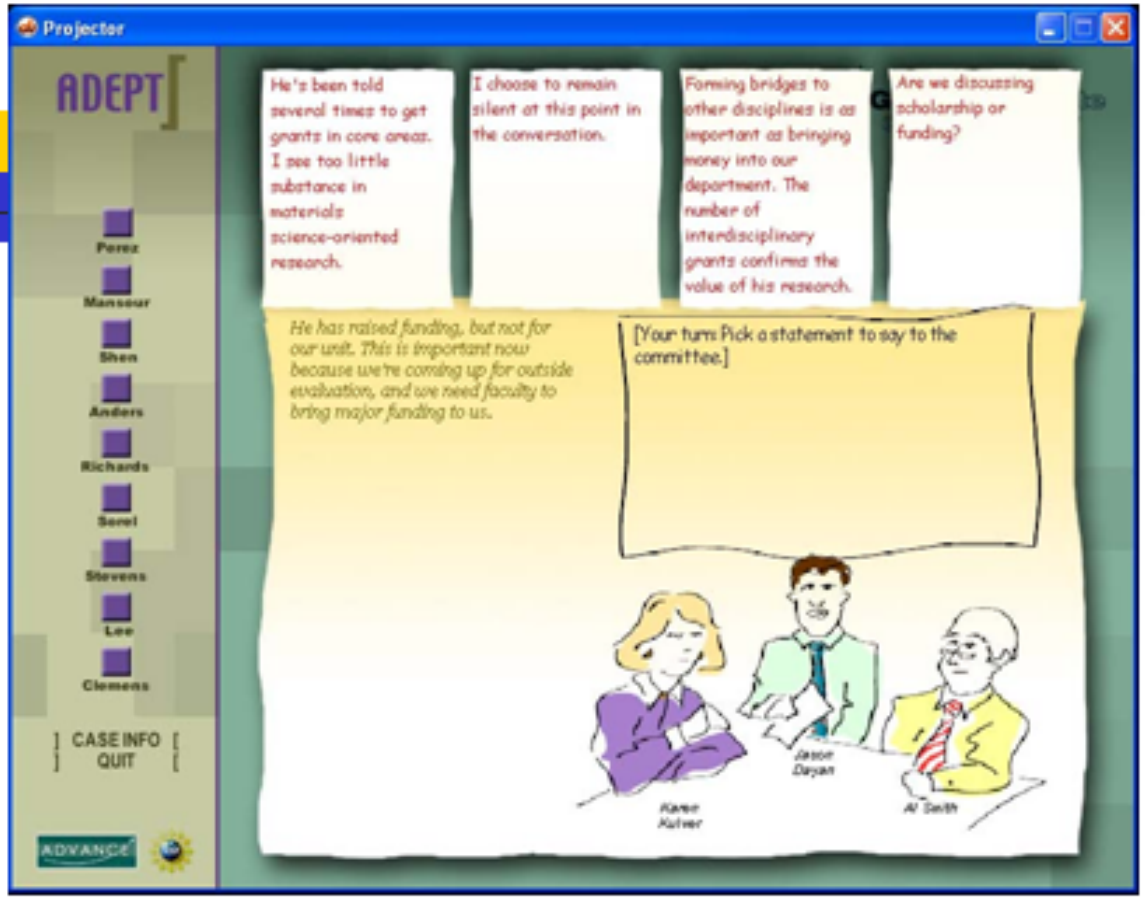
ADEPT

NSF

ADVANCE

Georgia Institute of Technology

Case Example from CD



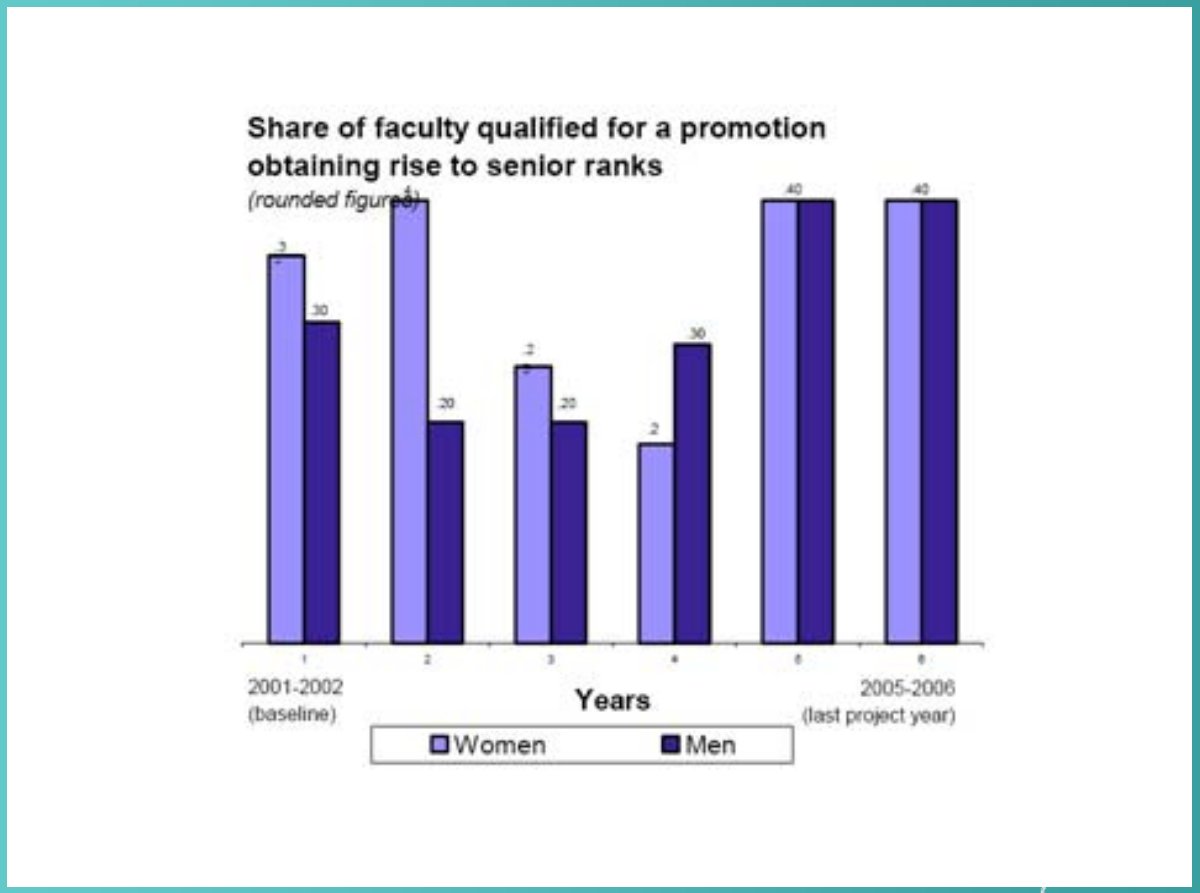
ADEPT

NSF

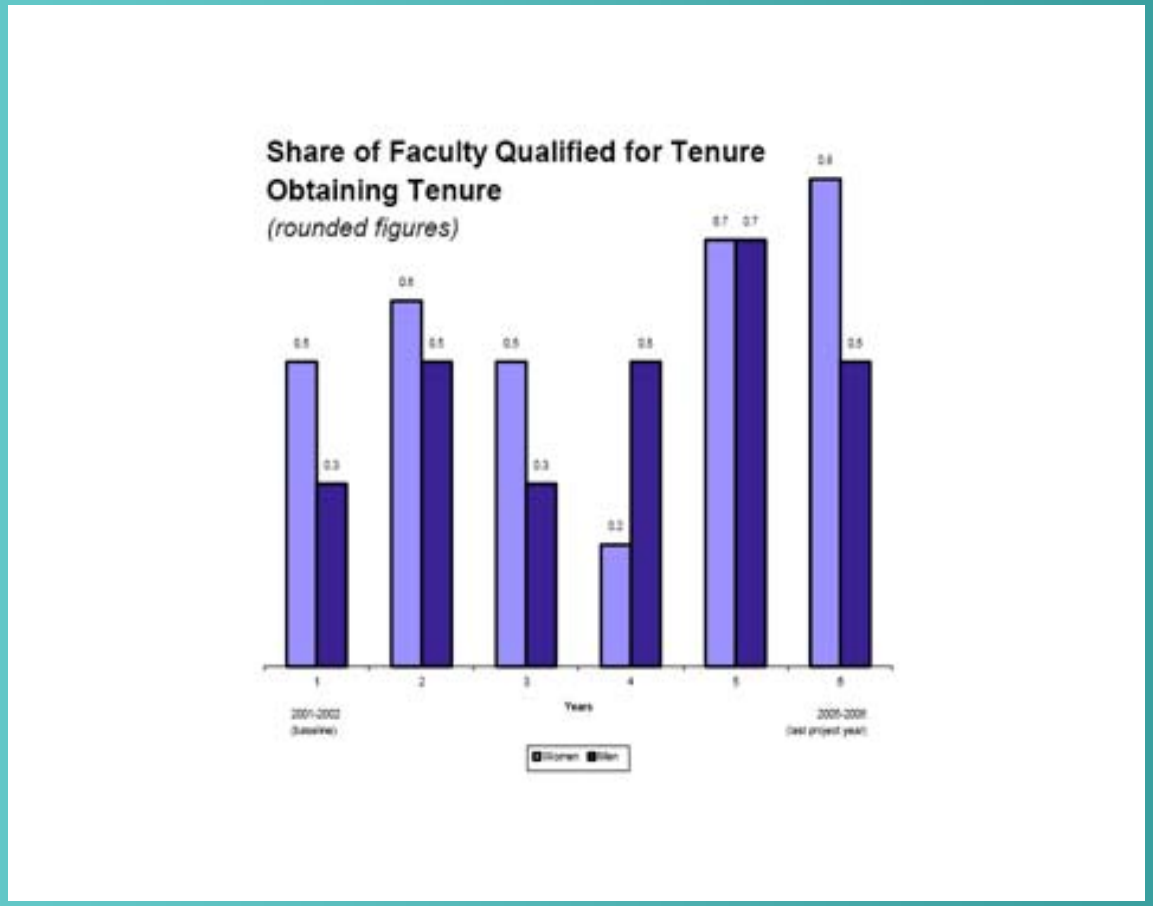
ADVANCE

Georgia Institute of Technology

Promotions of Women



Percentages Obtaining Tenure



Lessons Learned

- Candidates are eager for insights into the tenure and promotion process and for feedback on their CVs
- Criteria for promotion to full professor may be less transparent than those for tenure and promotion to associate professor
- Clear need for institution-wide conversations about gender, race/ethnicity, disability, and interdisciplinary issues in tenure and promotion