

**ADVANCE Committee Meeting  
Minutes  
June 15, 2006**

Present: Marcia Harrison, Elaine Baker, Judith Silver, Elizabeth Murray, Jan Fox, Beverly Delidow, Kathleen Miezio, Heidi Williams

-Harrison announced that she attended a P.I. meeting at NSF. The ADVANCE program is not considered a grant, but a “cooperative agreement,” a research program to foster gender equity. Marshall represents “new research” for our level institution-our goal is to be able to generate data for institutions are size.

-This is a very prestigious program, with schools like the University of Wisconsin, Brown, Cornell, Georgia Tech, etc. Georgia Tech's website is a clearing house for all ADVANCE programs.

-Harrison passed out publicity materials (i.e., newsletters and reports) made by current ADVANCE schools. One school used the term “comprehensive equity,” which people found to resonate well.

**First Task – Determine the focus of the program.**

Year 1 Goals:

- Evaluate and report
- Establish the program (need an identity and a logo)
- Hire a Director (most programs have a Ph.D. in a social science field in this position)
- Find allies on campus (Equity Programs, Faculty Development Committee, Center for Teaching Excellence)
- Enhanced Recruitment Packages (Montana has a toolkit for recruitment that we can use as a guide)
- Collect information (one long-term goal is to use this information to document changes)

Year 2 Goals:

- Fellowships for new faculty
- Faculty Development
- Travel

-Harrison will set up an e-mail list. She will send out the revised proposal and budget for the program to everyone. She will also try to locate job postings for the director and send to everyone for review. Baker agreed to draft an advertisement for the position.

Summary of evaluation process discussion:

-Evaluating problems: issues will be evaluated to see if it is individual, departmental, college or at the state level.

- Climate surveys will be primarily faculty or to compare climate perception between faculty and administration.
- Since this is an institutional transformation award, evaluations will have to be from the top-down. We need to determine what kinds of actions/behaviors we are looking for from administrators. Baker stated: "Get people to change their behavior, attitudes will follow."
- Will look at changing behaviors from the President to the Deans to the Chairs of departments. How can we measure this? Perhaps this could be measured by the policies they are will to create and implement, such as Family Leave Policy, or a "trailing-partner" policy, etc. Recruitment packets could include these policies and will provide contact information for the appropriate people to answer questions about these policies.

Other suggestions:

- Miezio suggested that we create a visiting scientist seminar series to encourage women in science to come to campus to give lectures and offer ideas. Perhaps this would generate an interest in Marshall for the speakers-recruitment tool.
- Miezio suggested that ADVANCE have a logo competition for publicity materials. This will show the university that the program wants to collaborate with departments across campus.
- Harrison is working with MURC to co-sponsor a grant-writing workshop to encourage faculty who haven't been funded help with seed grants.
- Ideas to introduce and publicize ADVANCE will need to be discussed. Two options might be to introduce it to new faculty at faculty orientation and possibly at the state COBRE/INBRE meeting.
- Baker suggested that as a recruiting tool, we need to point out that there are positives to coming to WV. For example, the state is able to obtain big grants, such as EPSCoR.
- A meeting with the Advisory Board will need to be scheduled early in the program to discuss the program.
- The next meeting should focus on the milestones of the program.

Submitted by,  
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