ADVANCE *PARTNERSHIPS*
PRE-PROPOSAL TECHNICAL ASSISTANCE

National Science Foundation
September 21, 2016

ADVANCE@nsf.gov

Organizational Change

ADVANCE focuses on "fixing" the organizations that influence STEM academics using organizational change strategies.

Examples of organizational and systemic issues that can impact equity include:

- Recruitment, retention, tenure, and promotion policies *and practices*
- Work-life balance and career flexibility policies and programs *and usage*
- Salaries, start-up packages, and access to resources
- Institutional service requirements (committees, mentoring, etc.)
- Data collection, reporting, and use in decision making
- Culture and climate of organization
- Accountability of STEM leadership for diversity

Organizational change is most likely to result in **long-term change** in STEM academics.

Gender Equity

- Gender equity is not the same as broadening participation in STEM - though it may serve this goal

- An example of a gender equity issue in academics:

AAUP Faculty salary survey data U.S. doctoral institutions 2014-2015
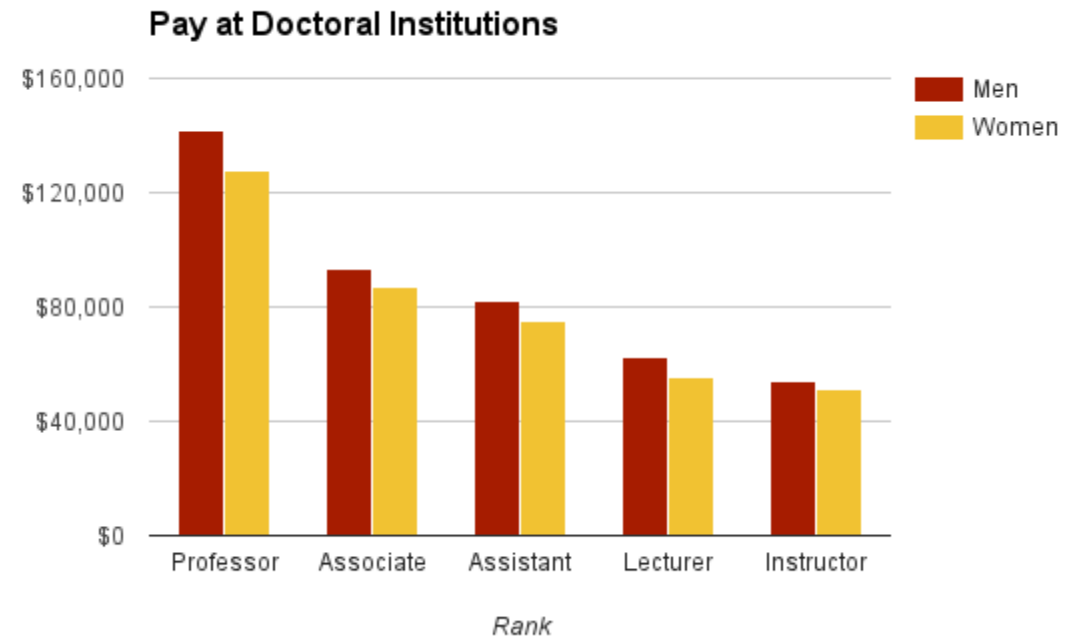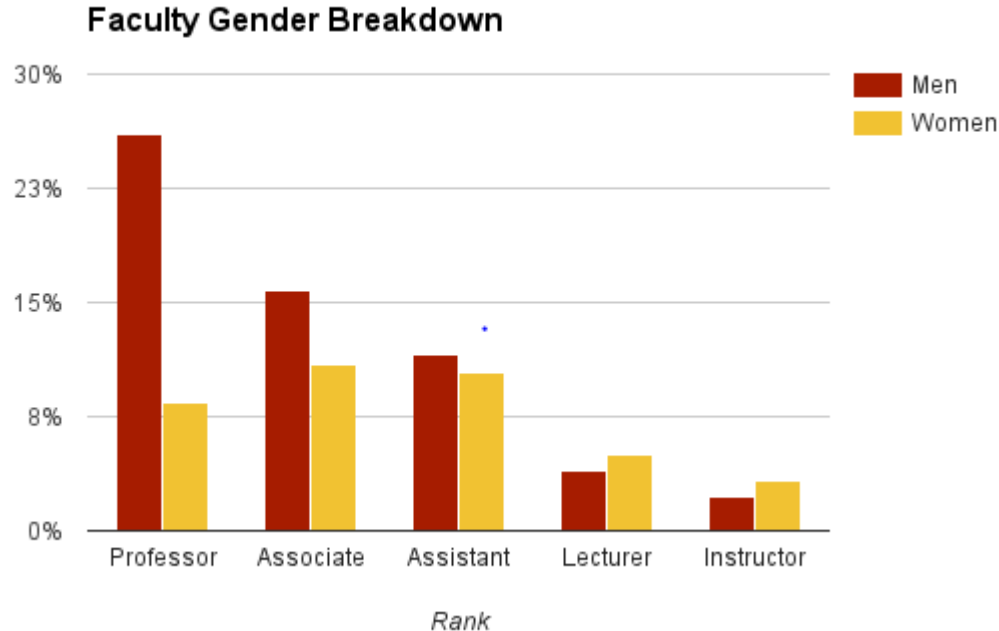
ADVANCE Program Goals

To develop systemic approaches to increase the representation and advancement of women in academic STEM careers

To develop innovative and sustainable ways to promote gender equity that involve both men and women in the STEM academic workforce

To contribute to the research knowledge base on gender equity and the intersection of gender and other identities in STEM academic careers

ADVANCE Grant Types NSF 16-594

Institutional Transformation (IT)

- Develop, implement, and study innovative organizational change strategies to foster gender equity

- Up to $3M over five years

- Single IHE that has not had IT before (all STEM)

- Preliminary proposal April 12, 2017* (required)
- Proposal (if invited after preliminary) Jan. 17, 2018*

Adaptation

- Adapt proven organizational gender equity strategies

- Up to $1M over three years

- Single IHE that has not had IT before (all STEM)
  or
- Single non-profit org. (one or more disciplines)

- LOI Aug. 9, 2017* (required)
- Proposal Sept. 13, 2017*

Partnership

- Scale-up proven systemic gender equity strategies for national or regional impact

- Up to $1M over 3-5 years

- Two or more partner orgs.
- One or more disciplines

- LOI Dec. 14, 2016* (required)
- Proposal Jan. 11, 2017*

*These deadlines will recur every other year until the solicitation is replaced.

ADVANCE Other Opportunities NSF 16-594

ADVANCE Resource and Coordination Network (ARC)

- National network to advance gender equity in STEM academics

- Anticipate one award for ~$1M per year for five years

- Advised to talk to program office before submission

- *Target date March 15, 2017*

ADVANCE Longitudinal Evaluation (ALE)

- Study and document indicators of organizational change at past ADVANCE IT institutions

- Partnership with three or more past IT grantees that ended more than 5 yrs ago

- Advised to talk to program office before submission

- *Submit as unsolicited proposal no due date*

EAGER, RAPID and Workshops

- Review the NSF Grant Proposal Guide for details on submission (http://www.nsf.gov)

- Advised to talk to program office before submission

- *Submit as unsolicited proposal no due date*

ADVANCE Focus on Intersectionality*

- ADVANCE recognizes that barriers to gender equity may not be identical for all groups of women faculty in STEM

- Therefore, all ADVANCE proposals are expected to offer strategies to promote gender equity for all faculty and address intersectionality

> Intersectionality is a concept in social sciences that recognizes that gender does not exist in isolation from other characteristics such as race/ethnicity, disability status, sexual orientation, foreign-born and foreign-trained status, faculty appointment type, etc.

*Note the only additional review criterion in this solicitation is focused on this expectation

ADVANCE *Partnership* proposals
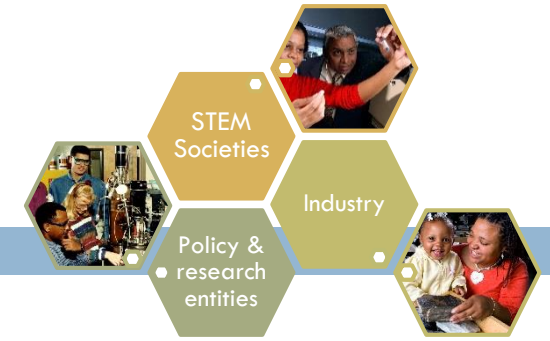
- **Letter of Intent Required – December 14, 2016**
  - Project synopsis – a short description of proposed project
  - Other text box – provide info on partner organizations proposed involvement
  - Used to recruit appropriate reviewers - only contacted if there are questions
  - An organization can be a partner in more than one proposal but can lead only one

- **Full proposal due – January 11, 2016**
  - NSF anticipates making approximately six *Partnership* awards
  - *Partnership* proposals must include two or more partnering organizations
  - Prior ADVANCE support is not necessary to participate
 - Past or current ADVANCE grant recipients are eligible to participate

Does the ADVANCE *Partnership* track fit with your project?

➢ Projects should have national or regional impact on gender equity in STEM academics

➢ Project can focus on systemic change within one STEM discipline, several STEM disciplines, or all STEM disciplines

➢ Partners may include non-profit academic institutions and/or non-profit, non-academic organizations such as:

- Professional societies, industry, non-profit organizations, publishers, policy and research entities, state systems of higher education, and higher education organizations

Review the program solicitation and NSF Grant Proposal Guide for official information on proposal preparation, eligibility, etc.

Context, Data, and Problem Analysis
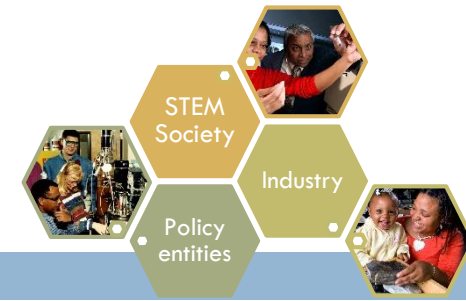
- ☐ Explain the STEM academic gender equity issue(s) to be addressed
  - ☐ Data and evidence supporting existence of inequity
  - ☐ Analysis of underlying reasons for the inequity(ies)
  - ☐ References to the literature

- ☐ Partner context
  - ☐ Relevant data for each partner given their roles and the project goals
  - ☐ Resources, expertise, and qualifications that each partner brings
    - ▪ Describe current and past related activities and how they informed the proposed activities
    - ▪ Note that funding cannot be requested to fund ongoing existing activities

Commitment and Sustainability

- Letters of collaboration - submitted as supplementary documents
  - Required from leadership at each partner
  - Others decision-making bodies such as advisory boards may also be appropriate

- The final year must be focused on sustainability and/or scale-up, communication, and evaluation of the project's impact on gender equity in STEM academics
 - These can be started earlier of course!

- **No** cost sharing allowed (line M on budget should be blank)
  - Proposers can use the "Facilities, Equipment and Other Resources" section of the NSF proposal for voluntary uncommitted cost share (check GPG)

Activities

- A wide range of activities can be undertaken in a ***Partnership*** project, but they must be designed to:
  - Broaden the use of evidence-based organizational or systemic change strategies
  - Address, resolve, or mitigate gender inequity in STEM academics
  - Have national or regional impact
- The final year of the project cannot include implementation activities – only sustainability, scale-up, communication, and evaluation

Project Evaluation
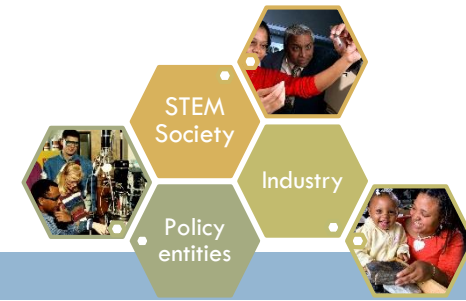
A project evaluation plan is required in the proposal that includes:

- Formative and summative components

- Quantitative and qualitative indicators as appropriate

- Internal and/or external evaluator (you want objective feedback)

- Objectives, goals, and baseline data
  - These should have already been referenced in your activities description

- Impact evaluation – what was the impact of your project on gender equity?
  - Project-related data and participant evaluations of activities is not sufficient for impact evaluation

Project Management

- The role of each partner in the implementation and management of the project
  - Plans for communication among partners and to ensure involvement
- The role and level of effort of key personnel
  - Project teams should include necessary expertise to implement activities
- Project timeline with major activities (including evaluation)
- May want to include an internal and/or external advisory committee(s), members might include:
  - STEM faculty and administrators, STEM organization leaders, providers of faculty services, gender equity researchers, and other individuals with needed expertise

Supplementary Documents

Only the following documents may be submitted as Supplementary Documents in *Partnership* proposals:

- Data management plan (NSF required)

- Postdoctoral fellow mentoring plan if budget includes support for postdocs (NSF required)

- Letters of commitment including from key administrative leadership (program required)

- One-page organizational chart that illustrates how the project's partners will coordinate and fit into the partner organizations' hierarchies (recommended)

- External evaluator curriculum vita(s) (if applicable)

NSF Merit Review Criteria and Peer Review

Both criteria must be addressed in the project summary and the proposal description

- ❑ **Intellectual Merit:** The Intellectual Merit criterion encompasses the potential to advance knowledge; and
- ❑ **Broader Impacts:** The Broader Impacts criterion encompasses the potential to benefit society and contribute to the achievement of specific, desired societal outcomes.

- ❑ Peer review panel – includes social and behavioral scientists, other scientists and engineers, gender equity experts, higher education and organizational administrators, and evaluation experts

ADVANCE Additional Solicitation Specific Review Criterion

Because the experiences of women in STEM academic careers may be influenced by many characteristics in addition to gender, all ADVANCE proposals are expected to take this into account in proposal design, research, evaluation, and data.

Reviewers are asked to comment on how well the proposal addresses the intersection of gender with other characteristics such as: race, ethnicity, disability status, foreign-born and foreign-trained status, sexual orientation, and faculty appointment type in both the intellectual merit and broader impacts of the proposal.
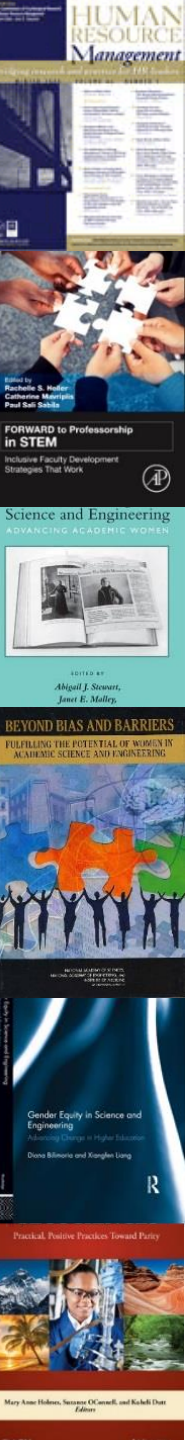
Resources

Individual ADVANCE project websites, for example:

➢ University of Michigan http://advance.umich.edu/

➢ WISELI http://wiseli.engr.wisc.edu/

➢ Hunter College http://www.hunter.cuny.edu/genderequity/

Synthesis or collections of ADVANCE products and strategies:

➢ Strategies for Effecting Gender Equity and Institutional Change http://www.colorado.edu/eer/research/strategic.html

➢ ADVANCE Portal http://www.portal.advance.vt.edu/

➢ ADVANCE Implementation Mentors (AIM) Network http://advanceaimnetwork.org/

Past Partnership Example

☐ The Association for Women in Science started an ADVANCE award in 2010 and worked with 18 scientific societies to provide implicit bias training for awards committees and review award guidelines.

Overall the societies that worked with AWIS made changes to the language in the call for nominations and the selection process and have seen increases in the percent of awards made to women in their disciplines.
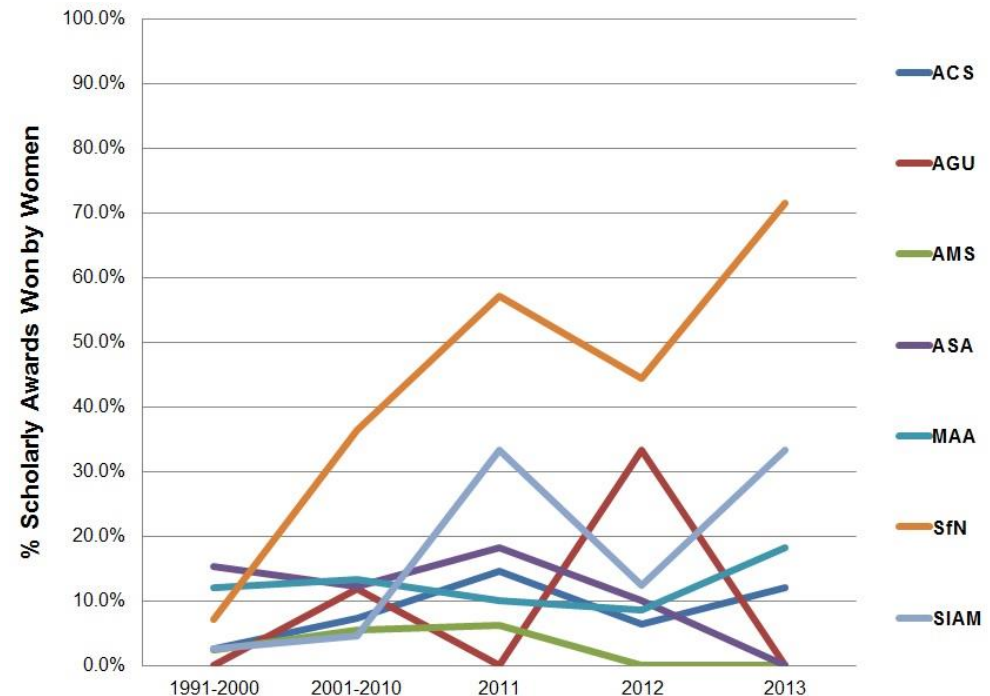
Data from seven societies working with AWIS for three years (from www.AWIS.org)

Past Examples of Scale-up

- University of Washington LEAD-it-Yourself! (LiY!) toolkit (PAID 1310305)
  - Online open source toolkit that provides planning and instructional materials to enable institutions to run leadership training workshops (train the trainers).
  - Builds on work done as part of the ADVANCE IT 0123552 and PAID 0619159

- University of Wisconsin-Madison "Bias Literacy" workshop
  - With an NIH grant in 2010 WISELI created and studied the effectiveness of a bias literacy workshop to educate STEMM (science, technology, engineering, mathematics, and medicine) faculty about implicit gender bias in academia. The result is a "workshop in a box" that contains everything needed for facilitators to implement a 2.5 hour workshop.
  - Builds on work done as part of the ADVANCE IT 0123666

Single STEM Discipline Specific Example

- The Society for Neuroscience implemented series of regional workshops on implicit bias and strategies for implementing changes within departments (43 departments participated)

- 6 months after the workshops 78% reported working on change projects related to recruitment, retention, and climate

Products

- IWiN online tools at SfN.org
- Peer-to-peer networking facilitated through NeurOnLine

Thank you!

Email questions to ADVANCE@nsf.gov

ADVANCE Deadlines

- **Partnership**
  - LOI (required) December 14, 2016*
  - Proposal January 11, 2017*
- **ADVANCE Resource and Coordination Network**
  - Target date – March 15, 2017
  - Talk to program office first
- **ADVANCE Longitudinal Evaluation**
  - Unsolicited – no deadlines talk to program office first
  - Talk to program office first

*These deadlines will recur every other year unless the solicitation is replaced.

ADVANCE Deadlines

- **_Institutional Transformation_**
  - Preliminary proposal (required) due April 12, 2017*
  - Proposal (if invited after preliminary proposal review) January 17, 2018*
- **_Adaptation_**
  - LOI (required) August 9, 2017*
  - Proposal September 13, 2017*

*These deadlines will recur every other year unless the solicitation is replaced.