The goal of the NSF ADVANCE Institutional Transformation program is to systemically transform the institutional practices and climate at universities and colleges in order to recruit, retain and promote women in science and engineering academic careers.

NSF ADVANCE

The U.Va. Engineering School Celebrates the NSF ADVANCE Institutional Transformation Grant

Structured Conversations and Re-imagined Spaces: Effecting Change for Women in STEM at U.Va.

Standing, left to right: Pamela Norris, Sophie Trawalter, Gertrude Fraser, Mary Lou Soffa. Seated: Joanne Cohoon.

Gertrude Fraser, P.I.
Vice Provost for Faculty Recruitment and Retention

Sophie Trawalter, Co-P.I.
Assistant Professor of Public Policy and Psychology, Frank Batten School of Leadership and Public Policy

Pamela Norris, Co-P.I. and Project Director
Associate Dean of Research and Graduate Programs; Frederick Tracy Morse Professor, Department of Mechanical and Aerospace Engineering

Joanne Cohoon, Co-P.I.
Associate Professor, Department of Engineering and Society

Senior Personnel:
Dorothe Bach (Teaching Resource Center), Archie Holmes (Electrical and Computer Engineering), Dinko Počanić (Physics) and Mary Lou Soffa (Computer Science)
U.Va. ADVANCE is a multifaceted endeavor touching many aspects of our University. The program encourages the full participation of science, technology, engineering and math (STEM) women faculty at all levels — in leadership roles, in interdisciplinary and global research and in teaching ventures, and visibly, in the built and symbolic spaces that define U.Va. as an institution.

Our program is built on the premise that ensuring the full participation of women faculty in STEM at all levels of the University of Virginia will enhance the overall research and educational mission of the University.

Initiatives include involving greater numbers of male faculty in improving the gender equity climate within their departments, an “Engaging Across Difference Conference,” documenting the lived experience and history of both STEM pioneers and the current generation of women at U.Va., and exploring the way cues in the physical environment signal or are perceived as safe or unsafe, as expressing belonging or detachment.

U.Va. will host an ADVANCE Tournament of Ideas for developing big ideas that will transform structures, cultures, behavior, policies or practices to enable universities to more effectively reach, recruit and nurture women in STEM, and will develop a robust search, selection and hiring effort that will actively engage the University community to cultivate women, especially women from underrepresented groups.

To learn more about our initiatives go to www.advance.virginia.edu.