

ADVANCE Fact Sheet  
September 2006

**WHAT IS THE UTEP NSF INITIATIVE?**

ADVANCE is a **\$3 ½ million, five year National Science Foundation (NSF) Institutional Transformation grant** dedicated to the recruitment, retention, and advancement of women in Science and Engineering academic disciplines. Awarded in fall 2003, UTEP NSF ADVANCE includes **18 departments in four colleges**: Business, Engineering, Liberal Arts, and Science.

**WHAT HAVE WE ACCOMPLISHED TO DATE?**

Since fall 2003, **41% of hires in ADVANCE departments have been women.** In fall 2003, there were 38 tenure-track/tenured women; in fall 2005 there were 53. (Fall 2006 numbers expected soon.)

To assist with recruitment, the **ADVANCE team has met with 95 percent of the female candidates** and has facilitated the hiring of **9 dual-career academic couples.** A Human Resources staff member now meets with candidates who have partners who need help finding jobs in the region

ADVANCE has provided **\$119,305 in salary funds** for 5 dual career hires, **\$170,000 in start-up funds** to 19 women, and **\$164,897 in research funds (37 awards to 28 women)** to support Graduate Research Assistants.

A review of UTEP data shows that more women are chairing ADVANCE departments and serving on promotion and tenure committees and that there are no significant differences by gender for salary, space allocation, and start-up packages.

Three of the four colleges that house ADVANCE departments have initiated a **formal third year review**; the fourth is developing such a policy.

The highly successful **Faculty Mentoring Program for Women**, in place since fall 2000, continues with over **100 participants.**

The **IMPACT Seminars** which help faculty develop integrated plans for career success has had **30** faculty, men and women, all ranks participate.

Since fall 2003, all women who have come up for tenure and/or promotion in the 18 ADVANCE departments have been successful.

ADVANCE is opening channels of communication through **Chair Chats, Chair Interviews, Women Faculty Forums**, and the administration of a faculty **work life survey** and its results.

The UTEP Human Resources department now administers a **faculty exit survey.**

ADVANCE is conducting research on **Latinas' pathway to the PhD** and is interviewing all UTEP ADVANCE faculty women to record their experiences with recruitment, retention, and promotion.

The UTEP ADVANCE team has made **32 campus presentations, 24 presentations at national and regional conferences**, and has **written four papers and one book chapter** on the UTEP NSF ADVANCE initiative.