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[Manage Financials](#)  
[Program Income Reporting](#)  
[Grantee Cash Management Section Contacts](#)  
[Administration](#)  
[Lookup NSF ID](#)

## Preview of Award 1629889 - Annual Project Report

[Cover](#) |  
[Accomplishments](#) |  
[Products](#) |  
[Participants/Organizations](#) |  
[Impacts](#) |  
[Changes/Problems](#)  
| [Special Requirements](#)

### Cover

Federal Agency and Organization Element to Which Report is Submitted:	4900
Federal Grant or Other Identifying Number Assigned by Agency:	1629889
Project Title:	ADVANCE Institutional Transformation at Florida International University
PD/PI Name:	Kenneth G Furton, Principal Investigator Yesim N Darici, Co-Principal Investigator Michael Heithaus, Co-Principal Investigator Ranu Jung, Co-Principal Investigator Suzanna M Rose, Co-Principal Investigator
Recipient Organization:	Florida International University
Project/Grant Period:	09/15/2016 - 08/31/2021
Reporting Period:	09/01/2017 - 08/31/2018
Submitting Official (if other than PD\PI):	N/A
Submission Date:	N/A
Signature of Submitting Official (signature shall be submitted in accordance with agency specific instructions)	N/A

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### Accomplishments

#### \* What are the major goals of the project?

The overarching goal of FIU ADVANCE is to develop institutional structures, processes, and climate that build an affirming and fair workplace for women and underrepresented groups at Florida International University. Four main objectives guide FIU ADVANCE's efforts to accomplish this goal:

1. **Attract, recruit, retain, and promote** more women STEM faculty, particularly underrepresented minority (URM) women, to provide more congruence with the demographics of the FIU student body.

2. **Educate** faculty about gender-by-ethnic biases and microclimates that affect the advancement of women.
3. **Move faculty from insight to action** to promote gender equity using the Bystander Leadership Program, an evidence-based intervention program.
4. **Develop the Advance Florida Network** for women STEM faculty and postdoctoral fellows from FIU, University of Central Florida (UCF), and University of South Florida (USF).

FIU ADVANCE's initiatives are intended to create a faculty-based social system that acts proactively to enhance a culture of inclusion for all faculty at FIU as well as to advance women and underrepresented minority faculty, particularly within STEM and the Social and Behavior Sciences (SBS). Our activities fall within four main categories:

1. Behavioral Intervention Projects
2. Recruitment and Advancement
3. Policies/Procedures Review
4. ADVANCE Florida Network

Our objectives and progress are described in detail under Specific Objectives.

**\* What was accomplished under these goals (you must provide information for at least one of the 4 categories below)?**

Major Activities: All proposed activities of FIU ADVANCE have been launched and we have continued to make great progress. The two projects for which we made the most progress in 2017-2018 were Behavioral Intervention and Recruitment and Advancement.

## 1. Behavioral Intervention Projects

### 1.A. Social Science Study 1 (SSS#1): Microclimate Project

The Microclimate Project is designed as both an ADVANCE project and as a research project to explore the complexity of how a multiethnic cultural climate within FIU STEM departments affects the recruitment and advancement of women in STEM, particularly Hispanic-American and African-American women faculty. The term "microclimate" refers to local social climates within a department that may differ from the larger organizational climate.

#### SIGNIFICANT RESULTS OF MICROCLIMATE PROJECT (SSS#1)

- As was noted in the previous Annual Report, the Focus Groups (N=4) and Interview (N=22) were completed and transcribed. Those findings were used to develop case studies and role plays that were incorporated into the Bystander Leadership Program.
- Results from the focus groups and interviews were include in a poster presented at the 2017 NSF ADVANCE conference. Quotes from the focus groups and interviews suggest that international faculty appear to be reluctant to endorse values associated with gender and race equity. Also, departments with more international faculty have fewer women faculty suggesting that the cultural values of foreign faculty may be an obstacle to hiring women in STEM.
- The Ego Network Survey was postponed until Spring 2019 so that we are not bombarding faculty with requests to participate in multiple projects within the same semester.

### 1.B. Social Science Study 2 (SSS#2): Bystander Leadership Program

The Bystander Leadership Program (BLP; formerly referred to as the Deep Change Program) has been developed as both a research project (Years 2-3) and as an educational program for STEM and Social and Behavioral Science (SBS) faculty (Years 2-5). The BLP is an evidence-based behavioral intervention program that is intended to develop a social system at FIU that supports and institutionalizes positive change among tenure-line faculty in three key areas:

1. Demonstrating greater appreciation for diversity and a reduction in prejudicial attitudes
2. Greater knowledge of and confidence in using prosocial intervention skills and strategies
3. Increasing diversity-affirming behaviors

#### SIGNIFICANT RESULTS OF BYSTANDER LEADERSHIP (SSS#2)

- Facilitator Recruitment
  - Eleven faculty serve as Bystander Leadership Team (Bystander Team) members, including representatives from STEM (4: Darici, Markowitz, O'Shea, McCord), SBS (4: Rose, Charman, Frazier, Wood), Humanities (1: Yawney), Law (1: Osei Tutu), and Business (1: Smith). Theater Consultant Jeffrey Steiger also assists with facilitation.
- Facilitator Training
  - In February, two outside consultants were brought in to offer a 7 hour workshop on Building an Inclusive Workplace for the Bystander Team. Elements of this workshop have been adapted for the Bystander Leadership Project.
  - The Bystander Team met monthly in Fall 2017 and biweekly in early Spring 2018 to discuss relevant research, case studies, program design, and content. The group met weekly in April to refine the BLP.
  - Eleven practice sessions of various components of the BLP were conducted in undergraduate and graduate classrooms in order to test the effectiveness of the proposed activities.
  - Three full-day trials of the BLP were held in April and May 2018 in order to refine program content and structure. Participants included 47 faculty members and postdoctoral researchers from across the university. No tenure-line STEM faculty members attended in order to preserve the research pool. The majority of participants who completed surveys (N=44) reported that the workshop increased their confidence about using prosocial intervention skills and strategies (N=41, 93%) and said they are more likely to intervene in similar situations [of bias] based on participation in the workshop (N=41, 93%).

The full 8-hour Bystander Leadership Workshop (SSS#2 research project) will launch in Fall 2018.

#### **1.C. Interactive Theater (hereafter: AWED Theater)**

The AWED Theater is an integral part of FIU ADVANCE's aim to develop an affirming and respectful approach to education around sensitive topics such as ethnic and gender biases. Interactive Theater has been incorporated into the design of the proposed Bystander Leadership Project. Jeffrey Steiger, creative consultant, has begun to make the theater component of the BLP available to other institutions.

#### SIGNIFICANT RESULTS OF INTERACTIVE THEATER

- Creative Director, Jeffrey Steiger wrote and directed a one-hour theater performance that included two skits, *The Joke* and *Mentoring*, for the June 2 pilot workshop and the BLP trials in April and May 2018. He also completed two other scripts for the AWED Theater: *On the Line* and *Cluster Hiring*.
- Steiger and his actors presented the AWED Theater component of the BLP at a meeting of 200 engineering Deans on April 8, 2018. Additional invitations for the

performance in 2018-2019 have been received from several universities. These productions will be branded as the AWED Theater presentations.

## 2. Recruitment and Advancement

### 2.A. Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee

In Fall 2017, 163 faculty participated in the STRIDE hiring workshops. As of Fall 2017, the workshops were institutionalized (with a three-year phase-in) to be required of faculty search committee members in all colleges and departments. The workshop educates attendees about how unintentional biases may affect hiring decisions and provides information about best practices for hiring. This year the workshops were modified to a small-group interactive format of fewer than 15 participants per session. This structure resulted in more active engagement by participants.

### 2.B. Leadership Programs

- The 8th Annual Women Faculty Leadership Institute was offered in May 2018 with about eighty women faculty attending. The theme was Super Networking and featured keynote speaker Kathrin Zippel, author of *The Politics of Sexual Harassment in the United States, the European Union and Germany*. Attendees gave positive evaluations, including one who said that “It was a great opportunity to get together with other women,” and another who commented, “It was well worth it.”
- Chairs’ Leadership Retreat. The second Departmental Chairs’ Retreat was held in August 2017, with 48 in attendance. Suzanna Rose and Jeffrey Steiger collaborated on the theater and presentation materials used at the retreat. A majority of the participants who completed surveys said that they were more willing to intervene in an instance of bias as a result of attending the theater workshop.

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### 2.C. AWED Faculty Fellows Program

The Faculty Fellows Program was launched in Fall 2017 with support from Provost Kenneth G. Furton. Antoinette Smith, Associate Professor, Accounting, and Leslie Frazier, Associate Professor, Psychology, filled the two half-time positions with AWED, where they contributed to projects and received administrative experience and mentorship. The positions will be renewed for a second year.

### 2.D. Diversity Mentor Professorships

The Diversity Mentor Professorship (DMP) program is a special initiative launched in 2017-2018 to recruit excellent research scientists with a history and commitment to the mentorship of women students and students from domestic URM populations. Four faculty lines have been committed to AWED over the course of the grant.

### 2.E. Faculty Mentor Program

The FIU Faculty Mentor Program (FMP) is in its seventh successful year, with 137 current participants. FMP includes one-on-one mentoring, mentor training, networking events, and structured skills-training presentations related to enhancing faculty productivity. Overall, the FMP has offered deep learning and mentoring opportunities to more than 500 unique participants.

Specific Objectives:

Other specific objectives were focused on Policies and Procedures Review and expanding the ADVANCE Florida Network.

## 1. Policies and Procedures Review

### 1.A. Faculty Diversity and Inclusion Plans

An additional component of FIU's effort to achieve institutional transformation is the Fall 2017 launch of the development of university-wide faculty diversity and inclusion plans. The plans focus on five suggested principles used nationally:

1. Establish a Vision
2. Encourage Proactive Leadership
3. Strengthen Recruitment
4. Improve Climate in Support of Retention
5. Delineate Accountability
6. Establish University-wide Diversity Initiatives

The diversity and inclusion plans are guided by two key goals: to increase the representation of faculty from historically underrepresented groups (URGs), such as women in STEM and African-American and Hispanic-American faculty in all fields; and to enhance the institutional climate to attract and retain underrepresented groups at the faculty and doctoral student level. Deans and Chairs will be accountable for meeting planned goals.

Diversity and Inclusion plans have been completed by the Deans of four colleges (Arts, Sciences, & Education; Engineering & Computing, Business, and Architecture and the Arts) and more than 30 departments across the university, and are under development by the remaining Deans and Departmental Chairs. AWED has provided each of these departments and colleges with faculty demographic data to guide their plan development. As shown in the toolkit indicator data (attached), the percentage of tenured and tenure-track women faculty in STEM departments varies from 7% (Mechanical and Materials Engineering) to 29% (Biology and Earth and Environment), and in SBS departments from 19% (Politics and International Relations) to 65% (History). Only 3% of all combined STEM and SBS tenured and tenure-track faculty are women of color. These disparities and challenges emphasize the importance of our efforts to implement department-level diversity and inclusion plans across the university.

### 1.B. Policy and Procedures Actions

FIU ADVANCE successfully undertook policy review, described in more detail in the Results section below.

### 1.C. Salary Equity Program

The Salary Equity Program serves to provide salary increases for historically underpaid faculty. The Provost committed \$50,000 to AWED, allocated annually, to initiate salary reviews and to provide salary adjustments for those determined to be underscale. The college contributes half of the cost, increasing the total available for this program \$100,000 annually.

## 2. ADVANCE Florida Network (AFN)

The goal of AFN is to encourage collaboration and the sharing of information and resources in the areas of recruitment, promotion, retention, and leadership for women STEM faculty and postdoctoral fellows across the Florida metropolitan research universities of FIU, University of Central Florida (UCF), and University of South Florida (USF). FIU Provost Kenneth G. Furton, UCF Provost A. Dale Whittaker, and USF

Provost Ralph C. Wilcox each committed \$10,000 annually to support travel expenses for tenure-line women STEM faculty and Postdoctoral Associates to travel to one of the other universities to develop research collaborations and networks with faculty at one of the participating Florida institutions.

## SIGNIFICANT RESULTS OF ADVANCE FLORIDA NETWORK

- The AFN-WISE program was again advertised to women tenure-line STEM faculty and postdoctoral researchers at FIU, UCF, and USF. For 2017-2018, there were sixteen applicants—an increase from six applicants in 2016-2017—and all of them received AFN-WISE travel funding. Ten of the sixteen funded applicants for this year have already traveled and were very satisfied with the exchanges. The remaining six successful applicants will travel in Fall 2018.
- We refined the procedures and guidelines for the ADVANCE Florida Network Women in STEM Scholars (AFN-WISE) program in order to ensure women faculty and postdoctoral participants are able to promote their research by conducting a colloquium or seminar, and to more effectively convey the goals and requirements of the program to the funded applicants and their hosts.
- We solicited feedback from past program participants about the AFN-WISE program and received details of successes resulting from their participation:
  - During an AFN-WISE visit, faculty at the host institution told one participant about the McKnight Junior Faculty Fellowship, which the AFN participant subsequently applied for and received. The award includes a one-year sabbatical and \$15,000 to the institution.
  - Similarly, another participant was encouraged during her visit to apply for an NSF CAREER award, which she was recently awarded. The award is \$760,607 over 5 years.

Other participants are currently collaborating with their hosts on grant proposals or discussing future collaborations.

### Significant Results:

## 1. Recruitment and Advancement

Toolkit indicator data (attached) shows that the percentage of tenured and tenure-track women faculty in STEM has increased from 19% (N=50) in 2016 to 20% (N=52) in 2017, and remained at 38% for SBS fields (N=51 in 2016 and N=49 in 2017). We hope to bolster this modest increase in STEM fields and to increase the percentage of SBS women faculty through the continued implementation of programs to recruit, retain and promote more women and minority faculty at FIU. These programs are discussed in more detail below.

### 1.A. Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee

To recruit, retain and promote more women and minority faculty at FIU, this year STRIDE offered three levels of STRIDE workshops to address the issue of gender and race bias in evaluations:

- STRIDE for faculty recruitment: 138 faculty participated this year; more than 350 unique participants have completed the workshop since Fall 2016.
- STRIDE for College Tenure and Promotion Committees: Workshops were held for the T&P committees of three colleges, i.e., CASE, SIPA, and Law.
- STRIDE for hiring leaders (i.e., executive searches, Dean, and above): Four workshops were held for the hiring committees for Dean of Business, Dean of Engineering, Vice President of Analysis and Information Management, and Director of Jewish Museum of Florida.

The small group format proved to be effective at stimulating more discussion. STRIDE workshops were extremely well received by attendees with 87% of participants rating

them as effective in helping them understand the benefits of having a diverse faculty, the role of stereotypes in career advancement, and in finding solutions for these issues.

This year the FIU ADVANCE Internal Evaluator (Barbara King) and both AWED Faculty Fellows (Leslie Frazier and Antoinette Smith) participated in a full-day STRIDE workshop at the University of Michigan, which has been conducting STRIDE since 2002. We may make some changes to our own workshops based on Michigan's successful program.

### **1.B. Leadership Programs**

- The 2018 Women Faculty Leadership Institute (WFLI) was held in May 2018 and was attended by approximately 80 women. This year's focus was on super networking and featured a keynote speech on international collaboration, interactive networking sessions, and panel discussions. Panelists were comprised of FIU faculty and gave specific examples of networking techniques and opportunities from their own experiences.
- WFLI has resulted in the formation of three groups that meet regularly, including: 1) Women Faculty in STEM network; 2) a Violence Against Women Prevention group focusing on research, teaching and outreach; and 3) a Council for the Advancement of Women and Minority Faculty that serves as an advisory body to the Provost and AWED.
- The August 2017 Chairs' Leadership Retreat was attended by 48 Chairs and Directors. Chairs positively evaluated the interactive theater presentations that were presented by Jeffrey Steiger, AWED Creative Director.

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### **1.C. AWED Faculty Fellows Program**

The Faculty Fellows Program began in 2017-2018, and two tenure-line faculty members from the College of Business and the College of Arts, Sciences, and Education currently serve as AWED Fellows. They will serve two-year terms, through the end of 2018-2019. Provost Kenneth G. Furton has committed ongoing institutional support for the Office to Advance Women, Equity & Diversity (AWED) for this program.

### **1.D. Diversity Mentor Professorships**

The Diversity Mentor Professorship (DMP) program was launched in 2017-2018. The Provost, the Dean of Arts, Sciences & Education, and the Dean of Engineering & Computing have together committed 4 faculty lines to AWED over the course of the grant.

In 2017-18, there were 44 applicants for the two engineering positions and 65 applicants and for the two Science positions. Two faculty were successfully hired: Svetlana Roudenko, Ph.D., Professor of Mathematics, from George Washington University, and Daniela Radu, Associate Professor, Mechanical and Materials Engineering, from Delaware State University. They will receive a one course teaching release annually to participate for two years in the FIU ADVANCE mentoring, advocacy, and leadership activities. We are still negotiating with a third candidate. The search will continue next year to fill the remaining slots.

### **1.E. Faculty Mentor Program**

- FMP currently serves tenure-line faculty in all colleges, with 137 tenure-track/tenured faculty participating as mentors and mentees in 2017-2018.
- More than twenty events were held this academic year, on topics including grant writing, tenure and promotion, sabbaticals, and maximizing mentoring. The number of FMP events held in 2017-2018 is a marked increase from eleven events the previous year, and is due in part to the excellent contributions of AWED Faculty Fellow, Leslie Frazier, who has been co-directing FMP activities.
- This year's event topics were expanded to encourage participation by instructors as well as tenure-line faculty.
- This year during FIU's Diversity Week, we launched the first networking mixer ever held at FIU for black faculty, administrators, and graduate students. This event had 50 attendees and was very well received. Due to its success, we plan to continue the event in the future.
- Faculty have been invited to participate in a summer writing group facilitated by the Director of the Center for Excellence in Writing. The group will meet twice per week throughout the summer.

## 2. Policies and Procedures Review

### 2.A. Faculty Diversity and Inclusion Plan

- In April 2017, the Provost officially announced to Deans and Chairs that they will each work in consultation with FIU ADVANCE Co-PIs Suzanna Rose and Yesim Darici in the creation of diversity and inclusion plans.
- The Provost and AWED provided Deans and Chairs with concrete examples of actions that they could include in their plans. Rose, Darici, and Davis met individually with Deans and department chairs to help tailor a plan specific to each unit and to provide departmental and college-level demographic data.
- The majority of college and departmental plans have already been submitted to AWED for review and feedback.
- The Diversity and Inclusion Plans Review Committee reviewed the plans and developed a 60 item checklist of all actions proposed across departments. Individual feedback to departments will be provided by August 2018.
- Departments will be asked to make revisions and adopt/endorse the plan to be in effect for 2018-19. They will report on that plan outcomes annually by mid-June.

### 2.B. Policy and Procedures Actions

- Rose worked with HR to have new procedures established for faculty hiring: for every faculty search the HR system will reflect: a) applicants selected for the short list, and b) candidates on the short list selected for campus interviews. An offer letter will not be released until the steps are completed. Thus, we will be able to track and identify patterns in the number of women and URM applicants, how many are short listed, the number interviewed, and the number given offers. This system will be implemented in 2018-2019.
- AWED/Suzanna Rose participated with the faculty union (FIU-UFF) to sponsor two workshops on Tenure and Promotion, one for tenure-line faculty and one for Instructors to better clarify for faculty the correct policies and procedures for promotion.
- AWED met with HR and several Deans about providing lactation rooms. Outcome: four lactation rooms have been established at the south campus.
- A pregnant faculty parking program is expected to be launched by Fall 2018.

### 2.C. Salary Equity Program

- AWED made nine salary adjustments in Fall 2017, including adjustments for under-represented minority faculty.

## 1. UNIVERSITY GRADUATE SCHOOL



Key outcomes or Other achievements: AWED has been actively engaged with the University Graduate School to continue to implement programs to increase diversity, equity, and inclusion at FIU.

In particular, the Graduate School has worked to develop a diversity and inclusion plan which includes strategies to recruit underrepresented minority graduate students and to diversify the speakers in their colloquium series. In addition, the School was awarded funds for the NSF Bridge to the Doctorate program at FIU, which will support 12 graduate students in STEM, and submitted two grant proposals to NIH to support underrepresented minority students in biomedical sciences. Soon the Graduate School will also launch a new Inclusion Fellowship to support highly qualified graduate students, which may make additional funds available for underrepresented minority students.

## **2. FACULTY SENATE RESEARCH AWARDS**

AWED worked with the Faculty Senate to analyze the composition of past Research Award winners. For the past three years, no women or URMs received Research awards. The Faculty Senate agreed to have AWED certify the pool of candidates beginning in 2017-2018 and to recommend that the nomination period be extended if women and URMs were underrepresented as candidates. We will know the success of this intervention when the Research Awards are announced this Fall.

### **\* What opportunities for training and professional development has the project provided?**

1. STRIDE - The STRIDE Committee provides faculty with the opportunity to become internal experts on unconscious bias and diversity issues.
2. Bystander Leadership Program (BLP) – The BLP trial sessions explored issues related to institutional climate, bias, and diversity and inclusion, and encouraged participants to serve as leaders within their departments to make FIU a more welcoming workplace for all faculty.
3. Women Faculty Leadership Institute (WFLI) - The FIU annual Women Faculty Leadership Institute has been successfully offering leadership training, faculty development, and networking opportunities to women faculty since 2011. WFLI is focused on skills training, networking, and identifying strategies to improve FIU's institutional climate.
4. Chairs' Leadership Retreat - The 1-2 day retreat addressed topics such as improving departmental climate, faculty equity, conflict resolution, leadership strategies, and faculty governance structures.
5. AWED Faculty Fellows Program - The Faculty Fellows Program was launched in 2017-2018. Two tenure-line faculty members fill two half-time positions with AWED for two years, where they contribute to ADVANCE/AWED projects and receive administrative experience and mentorship.
6. Faculty Mentor Program (FMP) - This year, we expanded FMP to serve all tenure-line faculty in all colleges, with 137 tenure-track/tenured faculty participating in 2017-2018. FMP offerings include mentoring events, workshops, and talks on topics such as grant writing, publishing, and mentoring diverse students.

### **\* How have the results been disseminated to communities of interest?**

Since the first year of FIU ADVANCE, we have promoted grant activities widely in a variety of print and electronic modes, and through direct engagement with FIU leadership. These communication efforts have reached diverse audiences at FIU, universities throughout Florida, other ADVANCE institutions, and the broader scientific community.

Since June 2017, the PI, Co-PIs, and Project Team have continued to engage in numerous communication and dissemination activities. They publicized the work of FIU ADVANCE in eight publications (print and online), actively participated in twelve events, and gave five presentations and seminars. Examples include:

External:

- Rose & Darici: Presentation at the STEM Equality Conference in Berlin in June 2017
- Article published in *Association of Women in Science (AWIS)* magazine in October 2017 about Co-PI Darici and FIU ADVANCE initiatives
- Rose & Darici: Interactive presentation and poster presentation at the ADVANCE/GSE national conference in Washington, DC in October 2017

- Rose & Darici: Dissemination of FIU ADVANCE grant proposal and programmatic information to five institutions that planned to submit ADVANCE proposals
- Jung: Created a Thirst for Science program to increase outreach to the Hispanic community in Miami
- Rose presentation at the annual FIU Women in STEM “STEMinism” conference
- Fully redesigned FIU ADVANCE website featuring comprehensive information about grant activities and events, and extensive resources for faculty and administrators
- Participation at the University of Michigan STRIDE training workshop (Frazier, King & Smith)
- Darici presentation at an International Women’s Day event in March 2018
- Steiger-AWED Theater presentation with more than 200 Engineering Deans in attendance

Internal:

- FIU News story on women in STEM, featuring Co-PI Darici
- FIU News story about WFLI the FIU Annual Women Faculty Leadership Institute in May 2018
- Publication of article about FIU ADVANCE in *Scientia*, an online science communication publication
- Darici: Organizer of FIU Women in STEM Faculty meetings
- Diversity Week event, hosted by the Center for Women’s and Gender Studies, profiling 100 women innovators from FIU
- Diversity Week event, In Search of Solidarity, first Black Faculty, Staff, and Graduate Student networking event held at FIU; hosted by AWED

A complete list of communication and dissemination activities is attached.

We recently hired an Account Manager, Ashley Garcia, to create a strategic communication plan for AWED and ADVANCE, and to liaise with External Relations in disseminating information about our activities to FIU and the wider community. Her efforts will also focus on improving the ADVANCE website, creating the Advance Florida Network website, and creating effective promotional materials.

In addition to the above communication activities, we have focused our dissemination efforts on engaging university leadership in the FIU ADVANCE goals and initiatives. By working with these stakeholders at FIU, we can increase knowledge of and commitment to FIU ADVANCE.

- The External Advisory Board met for the first time at FIU in February 2018, rescheduled from September 2017 due to Hurricane Irma. The Board is comprised of six representatives from other institutions that have had ADVANCE grants and/or implemented programs with similar goals. The EAB met with FIU Provost Furton, ADVANCE Co-PIs, Project Team, Internal and External Evaluators, Research Team, and Internal Advisory Board, and provided the ADVANCE team with a written report of recommendations and feedback after their meeting.
- The Internal Advisory Board met four times in 2017-2018. The IAB met with the Co-PIs prior to the NSF first year site visit and the External Advisory Board meeting in order to ensure that members are proficient on all aspects of the grant so that they can act as ambassadors to support FIU ADVANCE’s project goals. The IAB also met with NSF representative Dr. Sharon Bird during the first year site visit, and with the EAB during their first meeting.
- We have continued to educate the Deans’ Advisory Council, the Chairs Advisory Council (all FIU department chairs), members of the Discipline-Based STEM Education Research Group, eleven Bystander Leadership Program facilitators, and STRIDE members on all grant activities.
- FIU President Mark B. Rosenberg and Provost and PI Kenneth G. Furton have disseminated information about FIU ADVANCE to other FIU, Florida, and national university leaders.

**\* What do you plan to do during the next reporting period to accomplish the goals?**

In the next reporting period, our efforts will focus on (1) fully implementing Diversity and Inclusion Plans and (2) launching the Bystander Leadership Program research project.

1. All colleges and departments at the university are expected to implement Diversity and Inclusion Plans in the 2018-2019 academic year, after revising their drafts this summer based on feedback from AWED. The diversity and inclusion plans are an essential element of ensuring institutional transformation, as colleges and departments are responsible for writing, implementing, and tracking progress on actions included in the plans. AWED will continue to work with Deans and Chairs to monitor progress toward goals outlined in the plans, and to provide assistance and support with executing action items.

2. We also plan to launch the Bystander Leadership Program in Fall 2018 with 80 to 160 tenure-line faculty participants from STEM and SBS departments and will conduct research on the BLP's effectiveness.

In addition to focusing on Diversity and Inclusion Plans and launching the Bystander leadership program, in the next reporting period AWED will continue to deliver a wide variety of programming as part of the Faculty Mentor Program, fund ADVANCE Florida Network applicants for travel, and conduct STRIDE workshops on best practices in hiring. We also will continue to disseminate our findings via conference presentations and publications.

### Supporting Files

Filename	Description	Uploaded By	Uploaded On
FIU ADVANCE roles and responsibilities.pdf	FIU ADVANCE roles and responsibilities	Suzanna Rose	06/19/2018
Updated timeline and management 5-30-2018.pdf	Updated timeline and management	Suzanna Rose	06/19/2018
FIU News WFLI article 6-7-18.pdf	FIU News WFLI article 6-7-18	Suzanna Rose	06/20/2018
FIU News women in STEM Darici article 11-7-17.pdf	FIU News women in STEM Darici article 11-7-17	Suzanna Rose	06/20/2018

## Products

### Books

### Book Chapters

### Inventions

### Journals or Juried Conference Papers

Rose, S.M., Farhangi, S., & Darici, Y. (2017). Abstract - The Intersectionalities of Men STEM Faculty: An Unrecognized Barrier to Recruiting Women of Color. *Equality, Diversity and Inclusion: An International Journal*. . Status = SUBMITTED; Acknowledgment of Federal Support = Yes

### Licenses

### Other Conference Presentations / Papers

Rose, S.M., & Darici, Y. (2017). *Awareness, commitment, and empowerment of women faculty*. 2016 International Women's Congress. Ankara, Turkey. Status = SUBMITTED; Acknowledgement of Federal Support = Yes

### Other Products

*Evaluation Instruments*.

College and Departmental Diversity and Inclusion Plans - Checklist (2018). To be utilized in the evaluation of draft diversity and inclusion plans at FIU.

*Poster*.

Rose, S.M. & Farhangi, S. (2017). "A Qualitative Analysis of the Intersectional Identities and Gender and Race Attitudes of Men STEM Faculty." Poster displayed at ADVANCE/GSE Conference in Washington, DC, October 8-10, 2017.

### Other Publications

### Patents

## Technologies or Techniques

## Thesis/Dissertations

## Websites

### Supporting Files

Filename	Description	Uploaded By	Uploaded On
AWIS-fall-2017.pdf	AWIS magazine article Fall 2017	Suzanna Rose	06/20/2018
2017-NSF ADVANCE Poster Oct-Rose et al-Intersectional Identities Men STEM Faculty.pdf	2017 NSF ADVANCE/GSE Conference poster, October 2017	Suzanna Rose	06/20/2018
2017-Rose et al-awarenessCommitmentEmpowermentWomenFaculty-Berlin.pdf	Berlin conference poster October 2017	Suzanna Rose	06/20/2018
D&I Checklist Actions and Metrics.pdf	College and Departmental Diversity and Inclusion Plans - Checklist (2018). To be utilized in the evaluation of draft diversity and inclusion plans at FIU.	Suzanna Rose	08/09/2018

## Participants/Organizations

### What individuals have worked on the project?

Name	Most Senior Project Role	Nearest Person Month Worked
Furton, Kenneth	PD/PI	1
Darici, Yesim	Co PD/PI	2
Heithaus, Michael	Co PD/PI	1
Jung, Ranu	Co PD/PI	1
Rose, Suzanna	Co PD/PI	12
Charman, Stephen	Faculty	1
Frazier, Leslie	Faculty	3
Hospital, Michelle	Faculty	1
King, Barbara	Faculty	2
Osei Tutu, Janewa	Faculty	1

<b>Name</b>	<b>Most Senior Project Role</b>	<b>Nearest Person Month Worked</b>
Smith, Antoinette	Faculty	3
Wood, Kirsten	Faculty	1
Yawney, Michael	Faculty	1
Farhangi, Sanaz	Postdoctoral (scholar, fellow or other postdoctoral position)	1
Garcia, Ashley	Other Professional	1
Pankey, Brianna	Graduate Student (research assistant)	3
Capitan, Patricia	Other	1
Davis, Sadie	Other	12
Silva-Cruz, Cinthya	Other	12

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**Full details of individuals who have worked on the project:**

**Kenneth G Furton**

**Email:** furtonk@fiu.edu

**Most Senior Project Role:** PD/PI

**Nearest Person Month Worked:** 1

**Contribution to the Project:** PI

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Yesim N Darici**

**Email:** DARICIY@fiu.edu

**Most Senior Project Role:** Co PD/PI

**Nearest Person Month Worked:** 2

**Contribution to the Project:** Co-PD/PI

**Funding Support:** Award

**International Collaboration:** No

**International Travel:** Yes, Germany - 0 years, 0 months, 3 days

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**Michael Heithaus**

**Email:** heithaus@fiu.edu

**Most Senior Project Role:** Co PD/PI

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Co-PI

**Funding Support:** Institution

**International Collaboration:** No  
**International Travel:** No

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**Ranu Jung**

**Email:** rjung@fiu.edu

**Most Senior Project Role:** Co PD/PI

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Co-PI

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Suzanna M Rose**

**Email:** srose@fiu.edu

**Most Senior Project Role:** Co PD/PI

**Nearest Person Month Worked:** 12

**Contribution to the Project:** Co-Project Director/Co-PI

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** Yes, Germany - 0 years, 0 months, 3 days

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**Stephen Charman**

**Email:** charmans@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Lead Co-facilitator for the Bystander Leadership Program

**Funding Support:** AWED and NSF

**International Collaboration:** No

**International Travel:** No

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**Leslie Frazier**

**Email:** frazier@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 3

**Contribution to the Project:** Faculty Fellow

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Michelle Hospital**

**Email:** hospitam@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Internal Evaluator

**Funding Support:** Award

**International Collaboration:** No

**International Travel:** No

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**Barbara King**

**Email:** bking@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 2

**Contribution to the Project:** Internal Evaluator

**Funding Support:** Award

**International Collaboration:** No

**International Travel:** No

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**Janewa Osei Tutu**

**Email:** josietut@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Bystander Team committee and faculty facilitator

**Funding Support:** NSF

**International Collaboration:** No

**International Travel:** No

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**Antoinette Smith**

**Email:** smithal@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 3

**Contribution to the Project:** Faculty Fellow

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Kirsten Wood**

**Email:** woodk@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Lead Co-facilitator of the Bystander Leadership Program

**Funding Support:** AWED and NSF

**International Collaboration:** No

**International Travel:** No

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**Michael Yawney****Email:** myawney@fiu.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1**Contribution to the Project:** Bystander Team Committee and faculty facilitator**Funding Support:** NSF**International Collaboration:** No**International Travel:** No**Sanaz Farhangi****Email:** sfarhang@fiu.edu**Most Senior Project Role:** Postdoctoral (scholar, fellow or other postdoctoral position)**Nearest Person Month Worked:** 1**Contribution to the Project:** Postdoctoral Fellow**Funding Support:** Institution**International Collaboration:** No**International Travel:** No**Ashley Garcia****Email:** asnigarc@fiu.edu**Most Senior Project Role:** Other Professional**Nearest Person Month Worked:** 1**Contribution to the Project:** Account Manager- develops news stories and videos of grant activities; maintains website and social media accounts**Funding Support:** NSF**International Collaboration:** No**International Travel:** No**Brianna Pankey****Email:** bpankey@fiu.edu**Most Senior Project Role:** Graduate Student (research assistant)**Nearest Person Month Worked:** 3**Contribution to the Project:** Graduate Research Assistant**Funding Support:** Award**International Collaboration:** No**International Travel:** No**Patricia Capitan****Email:** pcapitan@fiu.edu**Most Senior Project Role:** Other**Nearest Person Month Worked:** 1**Contribution to the Project:** Program Coordinator



**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Sadie Davis**

**Email:** saddavis@fiu.edu

**Most Senior Project Role:** Other

**Nearest Person Month Worked:** 12

**Contribution to the Project:** Project Manager

**Funding Support:** Award

**International Collaboration:** No

**International Travel:** No

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**Cinthya Silva-Cruz**

**Email:** csilvacr@fiu.edu

**Most Senior Project Role:** Other

**Nearest Person Month Worked:** 12

**Contribution to the Project:** Program Coordinator

**Funding Support:** Award

**International Collaboration:** No

**International Travel:** No

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**What other organizations have been involved as partners?**

<b>Name</b>	<b>Type of Partner Organization</b>	<b>Location</b>
Ankara Yildirim Beyazit University	Academic Institution	150. Sk. No:7840, 06010 Keçiören/Ankara, Turkey
University of Central Florida	Academic Institution	4000 Central Florida Blvd, Orlando, FL 32816
University of South Florida	Academic Institution	4202 E Fowler Ave, Tampa, FL 33620

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**Full details of organizations that have been involved as partners:**

**Ankara Yildirim Beyazit University**

**Organization Type:** Academic Institution

**Organization Location:** 150. Sk. No:7840, 06010 Keçiören/Ankara, Turkey

**Partner's Contribution to the Project:**

Other: International Women's Congress partner organization

**More Detail on Partner and Contribution:**

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**University of Central Florida**

**Organization Type:** Academic Institution

**Organization Location:** 4000 Central Florida Blvd, Orlando, FL 32816

**Partner's Contribution to the Project:**

Other: Member of the ADVANCE Florida Network

**More Detail on Partner and Contribution:**

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**University of South Florida**

**Organization Type:** Academic Institution

**Organization Location:** 4202 E Fowler Ave, Tampa, FL 33620

**Partner's Contribution to the Project:**

Other: Member of the ADVANCE Florida Network

**More Detail on Partner and Contribution:**

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**What other collaborators or contacts have been involved?**

The external evaluator, Mariko Chang, has been involved in developing the evaluation plan since the grant start date. In addition, Theater Consultant Jeffrey Steiger has been working closely with the Bystander Team to develop theater performances that can be used in the workshop and in ongoing diversity and inclusion efforts.

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## Impacts

**What is the impact on the development of the principal discipline(s) of the project?**

Social Science Study #1, the Microclimate Project, will contribute to the disciplines of psychology and women's studies through its exploration of the intersectionalities of foreign-born men STEM faculty and how the men's ethnic, racial and nationality based gender stereotypes might create unique barriers for women of color in STEM.

**What is the impact on other disciplines?**

Nothing to report.

**What is the impact on the development of human resources?**

Workshops, educational programs, and climate surveys are expected to result in a "warmer" institutional climate for women and minority faculty.

The attached FIU faculty salary analysis study provides a framework for examining salary equity in higher education. Within our own university, our study can guide our leadership in factors that may impact salary equity.

As stated in our conclusion, "Among FIU's tenured and tenure-track faculty--and given the variables available in the present dataset--differences in salary are best accounted for by a combination of the following variables: sex, faculty rank, discipline, whether the individual currently has an administrative appointment, and the interaction of sex and discipline. Although the linear model does not show there to be statistically significant differences in gender across the university as a whole, the model does suggest that such differences exist in the following disciplines: Social and Behavioral Sciences, Engineering, and Professional/Other. For these disciplines, the model specifies that males on average earn a higher salary than females." Further analysis is required to determine possible explanations for these differences.

**What is the impact on physical resources that form infrastructure?**

Since January 2017, the Office to Advance Women, Equity, and Diversity team has been located in a suite of offices in the main administration building. The suite is more than 1900 square feet in total and includes a large reception area, six individual offices, research area, 258 square-foot conference room, and space for additional employee or intern workstations. Two Smart TVs (65" and 60") were installed for presentations.

In addition to providing workspace for the AWED staff team and interns, the suite serves as a collaborative meeting space and work area for faculty, STRIDE, mentors and mentees, writing groups, and the committees and boards that guide ADVANCE activities.

### **What is the impact on institutional resources that form infrastructure?**

The Office to Advance Women, Equity, and Diversity (AWED) was established in 2016 by Provost Kenneth G. Furton to achieve and sustain faculty equity and diversity as an essential element of FIU's academic excellence. The Office is led by Associate Provost Suzanna Rose. AWED develops and manages a wide range of programs to promote faculty equity and diversity at FIU, including workshops and trainings to improve faculty hiring and promotion processes, faculty mentoring, and interdisciplinary networking. AWED also engages in strategic planning for salary equity, policy analysis and development, and other initiatives to support faculty diversity and improve institutional climate. AWED works with Academic Affairs, Center for the Advancement of Teaching, and the College of Architecture and the Arts to develop and sustain ADVANCE activities.

### **What is the impact on information resources that form infrastructure?**

Nothing to report.

### **What is the impact on technology transfer?**

Nothing to report.

### **What is the impact on society beyond science and technology?**

Nothing to report.

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## **Changes/Problems**

### **Changes in approach and reason for change**

Nothing to report.

### **Actual or Anticipated problems or delays and actions or plans to resolve them**

The Social Network Study originally was planned to occur in Spring 2017. We were unable to meet that timeline after our Network consultant left her faculty position at FIU and wasn't able to continue to help us. Since then, we located another consultant who helped us finalize the measure. We revised the plan to launch it in Fall 2017. However, due to Hurricane Irma, we were not able to launch it. This Spring 2018, we recruited faculty repeatedly and very heavily to participate in our other various programs (Bystander, Diversity & Inclusion plans) and were concerned that doing the Social Network Study at the same time would result in a poor response rate due to sending too many participation requests and follow-up reminders and creating possible confusion concerning about the different projects. Therefore, we now plan to do the Network Study in Spring 2019 when there will be less intense competition for participation.

### **Changes that have a significant impact on expenditures**

Nothing to report.

### **Significant changes in use or care of human subjects**

Nothing to report.

### **Significant changes in use or care of vertebrate animals**

Nothing to report.

### **Significant changes in use or care of biohazards**

Nothing to report.

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## **Special Requirements**

### **Responses to any special reporting requirements specified in the award terms and conditions, as well as any award specific reporting requirements.**

The attached FIU faculty salary analysis study provides a framework for examining salary equity in higher education. Within FIU, our study may guide our leadership in factors that may impact salary equity.

As stated in our conclusion, among FIU's tenured and tenure-track faculty--and given the variables available in [our] dataset--differences in salary are best accounted for by a combination of the following variables: sex, faculty rank, discipline, whether the individual currently has an administrative appointment, and the interaction of sex and discipline. Although the linear model does not show there to be statistically significant differences in gender across the university as a whole, the model does suggest that such differences exist in the following disciplines: Social and Behavioral Sciences, Engineering, and Professional/Other. For these disciplines, the model specifies that males on average earn a higher salary than females. Further analysis is required to determine possible explanations for these differences.

### Supporting Files

Filename	Description	Uploaded By	Uploaded On
Salary analysis report FINAL 07-02-18.pdf	FIU ADVANCE Salary Analysis 7-2-18	Suzanna Rose	07/30/2018
FIU ADVANCE Toolkit Faculty Data Tables - Year 2.pdf	FIU ADVANCE Toolkit Faculty Data Tables - Year 2	Suzanna Rose	08/06/2018