

[My Desktop](#)  
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[Proposal Status](#)  
[Proposal Functions](#)  
[Awards & Reporting](#)  
[Notifications & Requests](#)  
[Project Reports](#)  
[Submit Images/Videos](#)  
[Award Functions](#)  
[Manage Financials](#)  
[Program Income Reporting](#)  
[Grantee Cash Management Section Contacts](#)  
[Administration](#)  
[Lookup NSF ID](#)

## Preview of Award 1629889 - Interim 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:	07/05/2017 - 03/15/2018
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 Intervention 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).

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

Major Activities:

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

The attached timeline outlines our planned efforts on these activities, and our objectives and progress are described in detail under Specific Objectives.

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 Recruitment and Advancement and Policies and Procedures Review.

1. Recruitment and Advancement

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

As part of FIU's institutional commitment to FIU ADVANCE, the Faculty Recruitment Workshops offered by the STRIDE Committee now serve faculty search committee members in all colleges and departments. The STRIDE Committee meets bimonthly to better understand factors that influence hiring processes and outcomes and incorporates the material into faculty recruitment workshops that are offered every Fall term. The workshop educates attendees (i.e., faculty serving on faculty search committees) concerning how unintentional biases may affect hiring decisions and provides information about best practices for attracting and hiring the best candidates. This year the workshops were modified to a small-group interactive format of fewer than 15 participants per session. This structure allowed for more discussion, which was

a change that had been recommended by past STRIDE workshop attendees.

#### 1.B. Leadership Programs

- FIU ADVANCE's main vehicle for leadership training for women is the FIU annual Women Faculty Leadership Institute (WFLI) that has been successfully offering leadership training, faculty development, and networking opportunities to women faculty since 2011. The Institute is focused on skills training, networking, and identifying strategies to improve FIU's institutional climate.
- Chairs' Leadership Retreat. The second Departmental Chairs' Retreat was held in August 2017 and addressed topics such as improving departmental climate, faculty equity, conflict resolution, leadership strategies, and faculty governance structures.

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

The Faculty Fellows Program was launched in Fall 2017. Provost Kenneth G. Furton has committed ongoing institutional support for the Office to Advance Women, Equity & Diversity (AWED) for this program. Two tenure-line faculty members from Psychology and Business, respectively, currently fill two half-time positions with AWED, where they have contributed to ADVANCE/AWED projects and receive administrative experience and mentorship. The positions are renewable for a second year.

#### 1.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. Successful candidates will receive a one course teaching release annually to participate for two years in the FIU ADVANCE mentoring, advocacy, and leadership activities. 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. There were 44 applicants for the two engineering positions and 65 applicants and for the two Science positions. Candidates are currently being interviewed for these faculty positions.

#### 1.E. Faculty Mentor Program

The FIU Faculty Mentor Program (FMP) is in its seventh successful year. This year, 137 faculty are participating. 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.

### 2. Policies and Procedures Review

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

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) are currently under development by the remaining Deans and all Departmental Chairs, in consultation with AWED.

#### 2.B. Policy and Procedures Actions

FIU ADVANCE successfully undertook policy/climate described in more detail in the Results section below.

#### 2.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.

Specific Objectives: Other specific objectives were focused on Behavioral Intervention and expanding the ADVANCE Florida Network.

#### 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. The Microclimate project studies the faculty dynamics within FIU’s STEM departments to achieve two aims:

1. To explore the intersection of ethnic/race/national origin biases and the role they play in creating departmental microclimates that affect power, status and decision-making.
2. To understand the impact of departmental microclimates for advancing women in STEM, particularly underrepresented minority women (URMs).

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

- The Focus Group, Interview, and Ego Network Protocols were pilot tested from October 2016 to February 2017.
- Focus Groups were completed during spring 2017, including two groups of STEM/SBS women (N=9) and two groups of STEM men (N=13). Postdoctoral Research Fellow Sanaz Farhangi identified case studies and themes from the transcriptions for possible use in the Bystander Intervention and Interactive Theater Programs.
- Interviews were conducted by Dr. Farhangi with 4 women and 12 men STEM faculty in Spring 2017; the data have been transcribed and currently are being analyzed.
- Dr. Farhangi is identifying subject for possible follow-up interviews to be conducted in Spring 2018.
- Ego Network Survey will be postponed until Fall 2018 so that we are not bombarding faculty with requests to participate in multiple projects. The Bystander recruitment is the top priority for Spring 2018.

These results will inform the content for our Bystander Intervention and Interactive Theater Programs.

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

The Bystander Intervention Program (BIP) is being developed and conducted 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 BIP will be 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 INTERVENTION (SSS#2)

- Facilitator Recruitment
  - Additional faculty were recruited first to the STRIDE Committee and subsequently to the Bystander Intervention Team (BIT) due to changes in the availability of several originally proposed Key Personnel.
  - Eleven faculty have been confirmed as BIT members, including representatives from STEM (3: Darici, Markowitz, O'Shea), SBS (4: Rose, Charman, Frazier, Wood), humanities (2: Luszczyna, Yawney), Law (1: Osei Tutu), and Business (1: Smith).
- Facilitator Training
  - In February, fifteen people, including members of the BIT, ADVANCE Project Team, Theater Consultant Steiger, representatives from the Internal Advisory Board, and other FIU staff, attended an interactive 7-hour workshop on building an inclusive workplace. The workshop was led by facilitators from the Praxis Group. Elements of this workshop may be adapted to the Bystander Intervention Project.
  - The BIT met monthly in Fall 2017 and biweekly in early Spring 2018 to

discuss relevant research, case studies, program design, and content. The group will meet weekly in April to refine the BIP.

- On April 13, the group will conduct a full-day run-through of the BIP. The goal of this exercise is for facilitators to become more comfortable with their role in leading the Bystander Intervention Program, and to refine program content and structure.
- The full 8-hour Bystander Intervention Workshop and SSS#2 research project will launch in May 2018.

#### 1.C. Interactive Theater

The Interactive Theater Project (ITP) 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 Intervention Project. We intend to make the ITP resources available to other HSIs and institutions in the ADVANCE Florida Network and region.

#### SIGNIFICANT RESULTS OF INTERACTIVE THEATER

- Theater Consultant Jeffrey Steiger has been involved in various ADVANCE activities in 2017-2018, such as meeting with ADVANCE team members and Bystander Intervention Program facilitators to provide input on possible theater components of ITP and attending the Praxis Group workshop on building an inclusive workplace. Theater Committee member Michael Yawney also serves on the Bystander Intervention Team and has been involved in ADVANCE activities.
- Mr. Steiger wrote and directed a one-hour theater performance for the June 2 Bystander Intervention Program pilot workshop, which may also be used at the upcoming BIP launch in May 2018. He also developed a performance involving Cluster Hires that will address issues of concern to the higher administration as well as diversity issues. Other performances are under development.
- Steiger will also conduct FIU-branded theater performances at an upcoming meeting of 200 engineering Deans, which will help to promote ADVANCE activities and to raise awareness of diversity and inclusion issues in general

#### Significant Results: 1. Recruitment and Advancement

##### 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 two colleges, i.e., CASE and SIPA.
- 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) is under development and will be conducted in May 2018. This year's focus is on super networking and features a keynote speech on international collaboration. Panelists will also provide insight into faculty networking techniques and opportunities.
- 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.

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

The Faculty Fellows Program began in 2017-2018, and two tenure-line faculty members currently serve as AWED Fellows. 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. Applicants are currently being interviewed for these positions.

#### 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.
- Twelve events have been held so far this academic year, on topics including grant writing, tenure and promotion, and maximizing mentoring. At least five more events are planned for Spring 2018. The 17 FMP events held in 2017-2018 is a marked increase from 11 events last year, and is due in part to the excellent contributions of AWED Faculty Fellow Leslie Frazier, who

has been overseeing FMP activities.

- This year's event topics have been expanded to encourage participation by both tenure-line faculty and instructors.

## 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 provided Deans and Chairs with concrete examples of initiatives and policies that they could include in their plans, and AWED has offered additional guidance. Rose, Darici, and Project Manager Davis have 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.
- All Deans will submit their draft college plans to AWED by April 2018 and department plans are to be submitted by May 15. AWED will continue to offer consultation and guidance to refine these plans.
- Final versions of all college and department plans are due June 30, 2018 and will be implemented in 2018-2019.

### 2.B. Policy and Procedures Actions

- Rose worked with HR to have new procedures established for faculty hiring that requires departments to indicate within the peoplesoft system the following for every faculty search: a) what applicants were selected for the short list and b) what candidates on the short list were selected for campus interviews. This data entry is being enforced by Academic Affairs—an offer letter will not be released until these steps are completed. The data concerning the applicant pool and the finalist already were being designated in the system. Thus, we now will be able to track and identify patterns concerning how many women and URMs applied for each position vs. how many made it onto the short list vs how many were brought in for interviews vs who was given the offer.
- AWED/Suzanna Rose participated with the faculty union, FIU- United Faculty of Florida 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.
- Met with HR and several Deans about providing lactation rooms. Outcome: four lactation rooms have been established at the south campus.

### 2.C. Salary Equity Program

- AWED made 10 salary adjustments in Fall 2017, including adjustments for under-represented minority faculty.

Key outcomes or  
Other achievements:

#### 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 16 applicants—an increase from six applicants in 2016-2017—and all of them received AFN-WISE travel funding. Four of the sixteen funded applicants for this year have already traveled and were very satisfied with the exchanges. The remaining 12 successful applicants will travel in Spring and 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.
  - Participants are currently collaborating on grant proposals and are discussing future collaboration opportunities.

#### \* 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. 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.
3. 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.
4. 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, where they contribute to ADVANCE/AWED projects and receive administrative experience and mentorship.
5. Faculty Mentor Program (FMP) - This year, we expanded FMP to serve all tenure-line faculty in all colleges, with 138 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, including:

- 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
- Interactive presentation at the ADVANCE/GSE national conference in Washington, DC in October 2017
- Dissemination of FIU ADVANCE grant proposal and programmatic information to five institutions who are submitting ADVANCE proposals
- Participation in FIU Women in STEM Faculty meetings
- Presentation at 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

A full list of communication and dissemination activities is attached.

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 engaging 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 Intervention 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 fully implementing Diversity and Inclusion Plans and launching the Bystander Intervention Program.

As described above in the Significant Results section, on April 13, the group will conduct a full-day run-through of the Bystander Intervention Program. The goal of this exercise is for facilitators to become more comfortable with

their role in leading the workshop, and to refine program content and structure. The full 8-hour Bystander Intervention Workshop and SSS#2 research project will launch in May 2018.

Colleges and departments will continue to work with AWED in the next six months to finalize their diversity and inclusion plans. The goal is for all of these plans to be implemented by Fall 2018.

### Supporting Files

Filename	Description	Uploaded By	Uploaded On
Year 2 Communication and Dissemination activities FIU ADVANCE.pdf	Communication and Dissemination activities	Suzanna Rose	03/15/2018

## Products

### Books

### Book Chapters

### Inventions

### Journals or Juried Conference Papers

### Licenses

### Other Conference Presentations / Papers

Suzanna Rose, Yesim Darici, and Sanaz Farhangi (2017). *A Qualitative Analysis of the Intersectional Identities and Gender and Race Attitudes of Men STEM Faculty*. ADVANCE/GSE 2017. Washington, DC. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Suzanna Rose and Yesim Darici (2017). *ADVANCE Institutional Transformation at Florida International University*. STEM Gender Equality Congress. Seminaris Campus Hotel, Berlin, Germany. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

### Other Products

### Other Publications

Rachele Hendricks-Sturup (2017). *Defining Leadership Through Action: An Interview with Yesim Darici, AWIS Magazine Fall 2017*. Interview with Darici re: career, including faculty gender equality and diversity initiatives. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

### Patents

### Technologies or Techniques

### Thesis/Dissertations

### Websites

### Supporting Files

Filename	Description	Uploaded	Uploaded
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		<b>By</b>	<b>On</b>
Berlin poster-June 2017 FINAL.pdf	Poster submitted to Berlin conference	Suzanna Rose	03/15/2018
2017-NSF ADVANCE Poster Oct-Rose et al-Intersectional Identities Men STEM Faculty.pdf	ADVANCE/GSE poster - Intersectionality 2017	Suzanna Rose	03/15/2018
AWIS Fall 2017 - Defining Leadership through Action an Interview with Yesim Darici.pdf	AWIS interview with Co-PI Darici	Suzanna Rose	03/15/2018

## Participants/Organizations

### What individuals have worked on the project?

<b>Name</b>	<b>Most Senior Project Role</b>	<b>Nearest Person Month Worked</b>
Furton, Kenneth	PD/PI	1
Darici, Yesim	Co PD/PI	1
Heithaus, Michael	Co PD/PI	1
Jung, Ranu	Co PD/PI	
Rose, Suzanna	Co PD/PI	
Farhangi, Sanaz	Postdoctoral (scholar, fellow or other postdoctoral position)	1
Pankey, Brianna	Graduate Student (research assistant)	3
Capitan, Patricia	Other	1
Davis, Sadie	Other	6
Frazier, Leslie	Other	1
Hospital, Michelle	Other	1
King, Barbara	Other	1

Name	Most Senior Project Role	Nearest Person Month Worked
Silva-Cruz, Cinthya	Other	5
Smith, Antoinette	Other	1

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


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**Kenneth G Furton**

Email: furtonk@fiu.edu

**Most Senior Project Role:** PD/PI**Nearest Person Month Worked:** 1**Contribution to the Project:** Principal Investigator**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:** 1**Contribution to the Project:** Co-PI**Funding Support:** Award Institution**International Collaboration:** No**International Travel:** No

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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:**

**Contribution to the Project:**

**Funding Support:**

**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:**

**Contribution to the Project:**

**Funding Support:**

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

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**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 Researcher

**Funding Support:** Award Institution

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

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**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 Institution

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

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**Patricia Capitan**  
**Email:** pcapitan@fiu.edu

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**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 1

**Contribution to the Project:** Program Coordinator

**Funding Support:** Award 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:** 6

**Contribution to the Project:** Project Manager

**Funding Support:** Award Institution

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

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**Leslie Frazier**

**Email:** frazier@fiu.edu

**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 1

**Contribution to the Project:** Fellow

**Funding Support:** Institution

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

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**Michelle Hospital**

**Email:** hospitam@fiu.edu

**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 1

**Contribution to the Project:** Internal Evaluator

**Funding Support:** Award Institution

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

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**Barbara King**

**Email:** bking@fiu.edu

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**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 1

**Contribution to the Project:** Internal Evaluator

**Funding Support:** Award

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

**Cinthya Silva-Cruz**

**Email:** csilvacr@fiu.edu

**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 5

**Contribution to the Project:** Program Coordinator

**Funding Support:** Award Institution

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

**Antoinette Smith**

**Email:** smithal@fiu.edu

**Most Senior Project Role:** Other  
**Nearest Person Month Worked:** 1

**Contribution to the Project:** Fellow

**Funding Support:** Institution

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

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

Name	Type of Partner Organization	Location
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

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

**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?**

Mariko Chang, External Evaluator

Jeffrey Steiger, Theater Consultant

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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.

**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 the Hurricane, we were not able to launch it. This Spring 2018, we are recruiting faculty repeatedly and very heavily to participate in our other various programs (Bystander, Diversity & Inclusion plans) and are concerned that doing the Social Network Study now will result in a poor response rate due to sending too many participation requests and followup reminders and creating possible confusion concerning about the different projects. Therefore we now plan to do the Network Study in Fall 2018 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.**

Nothing to report.