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Preview of Award 1629889 - Interim Project Report

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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: 09/15/2016 - 03/15/2017

Submitting Official (if other than PD\PI): Suzanna M Rose
Co-Principal Investigator

Submission Date: 03/13/2017

Signature of Submitting Official (signature shall be submitted in accordance with agency specific instructions) Suzanna M Rose

Accomplishments

* What are the major goals of the project?

The overarching goal of FIU ADVANCE is to develop institutional structures, processes, and climate that builds an affirming and fair workplace for women and underrepresented groups at Florida International University.

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

Major Activities: (1) Microclimate Project

The Microclimate Project is a social science study designed to explore the complexity of how a multiethnic cultural climate within FIU STEM departments affects the advancement of women in STEM, particularly Hispanic and Black women faculty. Both qualitative (focus groups and interviews) and quantitative methods (network analysis) will be used in this investigation. This innovative approach will allow us to uncover patterns of connections, influence, information flow and exchange of resources that are hampering the advancement of women and underrepresented minority women in STEM. The knowledge gained will be used to develop activities, including

the Deep Change and Interactive Theater Programs, which aim to reduce bias among these populations and encourage innovation in terms of advancing women in STEM.

Accomplishments:

- One of the three components of the Microclimate Project has been completed, the Focus Groups with STEM/SBS faculty.
 - Thirteen men and five women tenure-line faculty participated in the focus groups with an additional six women to participate this spring.
 - Most of the recordings are transcribed and the content is being used to create case studies and interactive skits for the Deep Change Program.
- The second component, Individual Interviews with faculty (N=10), are in the process of being scheduled and we expect them to be completed by the end of April 2017.
- The third component, an ego network survey of 100 STEM faculty, will be launched in Fall 2017. We originally planned to launch the survey in April, but have postponed it because faculty have been sent four other surveys recently including the COACHE survey and we expect responses would be low if it was sent this semester.

(2) Deep Change Program

The Deep Change Program (DCP) is an educational program for women and men STEM and SBS faculty that is intended to move participants from “insight” to “action” to address bias and discrimination. DCP is comprised of two components: (1) insight or “consciousness-raising” and (2) action or active bystander intervention and prevention. The consciousness-raising component will familiarize faculty with concepts such as bias, power and privilege, intersectionality, oppression. The active bystander intervention and prevention component will help create a social system that supports and institutionalized positive change in several key areas, including demonstrating greater appreciation for diversity and a reduction in prejudicial attitudes, greater knowledge of and confidence in using intervention and diversity skills and strategies, and an increase in diversity-affirming behaviors. This program is currently under development.

Accomplishments:

- Several members of the STRIDE committee have been recruited to serve as facilitators for the DCP and to replace several faculty that had agreed to participate but then opted out to take sabbaticals.
- The DCP facilitators have been reading the social science research on effective intervention programs.
- All STRIDE members and members of the research team attended a one-day Bringing-in-the-Bystander (BITB) Intervention Program offered at FIU by the University of New Hampshire. The BITB is an evidence-based intervention program that successfully been used to reduce sexual assault on college campuses that have implemented the training. The BITB model provided a useful template for us to adopt for the DCP and increased the STRIDE facilitators’ confidence that we could develop a successful intervention program to address gender and race bias among faculty.
- The three consultants, Patricia Devine, Stephanie Goodwin, and Lilia Cortina will come to FIU on March 20-21 to advise us on the DCP curriculum, design, and outcome measures.
- The DCP pilot originally scheduled to occur May 1-4 will be postponed until August 2017 to allow more time to

develop the curriculum, prepare the facilitators, and create the interactive theater materials.

(3) Interactive Theater Project (ITP)

Interactive Theater Project (ITP) is a sustainable interactive educational theater program at FIU that will address the multicultural intersectional identities that are characteristic of FIU, hispanic-serving institutions (HSIs) and the region. ITP is an integral part of the development of an affirming and respectful approach to education around sensitive topics such as ethnic and gender biases. When complete, ITP resources will be shared with other HSIs and institutions in the Advance Florida Network and region.

Accomplishments:

- The theater consultant, Jeffrey Steiger, is scheduled to come to FIU on April 3-4, 2017 to review the focus group and interview data, meet with key personnel, and meet with the FIU Interactive Theater Committee.

(4) Recruitment and Advancement

Under ADVANCE, FIU conducts numerous activities that aim to support women's individual professional development in the areas of recruitment, tenure and promotion, and leadership.

Accomplishments:

- **Salary Equity:** As part of FIU's institutional commitment to the NSF IT grant, salary adjustments at a value of over \$100,000 have been made via AWED to compensate faculty (N=16, 14 women; 2 men) that were being paid underscale.
- The annual FIU Women Faculty Leadership Institute is scheduled for Friday, May 5. The program includes a presentation by AWIS speakers on effective communication, a session on negotiation led by FIU women, and a planning session regarding recommendations for next steps to improve the climate for women.
- **STRIDE Committee**
 - Conducted four workshops for 114 faculty and administrators at FIU on Best Practices for Hiring Faculty.
 - Conducted four workshops for executive level administrative searches for 57 participants.
 - Conducted two workshops for College Tenure and Promotion Committees with N=11 participants.
 - Met nine times to review new research and discuss issues related to diversity in faculty hiring and promotion.

(5) Mentoring

Based on faculty satisfaction surveys, FIU ADVANCE aims to expand the Faculty Mentor Program by creating additional mentoring opportunities for women faculty wishing to improve their productivity and merit pay opportunities.

Accomplishments:

- Expanded the Faculty Mentor Program in September 2016 to include faculty from all departments. There are now 163 faculty participants from eight colleges.
- For 2016-2017, offered/will offer 18 workshops and events for faculty on topics ranging from tenure and

promotion to grant writing and journal publishing.

(6) Policies and Procedures

Accomplishments:

- Tenure extension policy created. With the Provost, wrote and disseminated the tenure clock extension policy (stop-clock policy) that indicates that faculty who have extended the tenure clock for a year are not to be evaluated any given semester during which the leave was for more than 20 calendar days. Any publications or creative work done in the leave period are to be reported in the year following the leave. In addition, tenure and promotion committees and external evaluators should not include parental / dependent care nor medical leave time in faculty productivity calculations. See Attachment.

(7) ADVANCE Florida Network

The ADVANCE Florida Network (AFN) provides mentoring, networking, collaboration, and professional opportunities to tenured and tenure-track STEM women faculty and STEM women postdoctoral fellows among the three urban public research universities that comprise the Florida Consortium of Metropolitan Research Universities: Florida International University (FIU), University of Central Florida (UCF), and University of South Florida (USF).

Accomplishments:

- Established the ADVANCE Florida Network Steering Committee with two women faculty from each campus (N=6) to foster collaboration and the sharing of information and resources.
- Selected six STEM women faculty from AFN institutions to engage in cross-campus collaboration and networking visits beginning in Spring 2017.

Specific Objectives:

Significant Results:

Key outcomes or Other achievements:

(1) The Office to Advance Women, Equity, and Diversity in January moved into a newly renovated suite of offices in the main administration building (a few renovations are still underway). The suite is more than 1900 square feet in total and includes a large reception area, six individual offices, workroom, 258 square-foot conference room, and space for additional employee or intern workstations. Two Smart TVs (65" and 60") were installed for presentations.

(2) Once office space was available, Rose was able to hire staff as of February 2017 to work on the IT grant and AWED goals, including a project director (Davis), and two program coordinators (Capitan, Silva Cruz).

(3) Institutionalized the Faculty Mentor Program under the Office to Advance Women, Equity, and Diversity, and opened the program to all faculty at Florida International University. About 163 faculty are participating this year.

(4) In Feb. 2017, launched a Harvard Collaborative on Academic Careers in Higher Education (COACHE) climate survey of more than 700 tenured and tenure-track faculty, which will be used to assess and institutional climate and inform policy recommendations.

(5) Continue to collaborate with STEM women at FIU, USF, and USF through the ADVANCE Florida Network.

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

- (1) The STRIDE Committee members have developed a reputation as internal experts on unconscious bias and diversity issues
- (2) The Faculty Mentor Program –163 participants have gained knowledge of journal publishing, grant writing, and mentoring and networking strategies.
- (3) The NSF IT Research Team has had opportunities to interact with nationally known consultants who are experts in various aspects of individual and institutional change.

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

- (1) FIU ADVANCE website: <http://advance.fiu.edu>
- (2) Fall 2016: Conference calls with the ADVANCE Florida Network (AFN) Steering Committee. Includes FIU, University of South Florida and University of Central Florida.
- (3) Fall 2016: Solicitation to AFN women STEM faculty and postdoctoral fellows to apply for funding to travel and present seminars at the participating universities, USF, UCF and FIU.
- (4) November 2016: Magazine article: Cochrane, K. (2016, November 1). [Faculty mentor their colleagues in a newly expanded program](http://news.fiu.edu/2016/11/faculty-mentor-their-colleagues-in-a-newly-expanded-program/105457). *FIU Magazine*. Retrieved from <https://news.fiu.edu/2016/11/faculty-mentor-their-colleagues-in-a-newly-expanded-program/105457>
- (5) November 2016: FIU News article: <http://news.fiu.edu/2016/11/nsf-grant-to-attract-women-minority-engineering-and-science-professors-to-fiu/106413>
- (6) Winter 2016: Article by Rose & Farhangi on the Intersectionalities of Men STEM faculty. Published in AWIS Magazine: <http://magazine.awis.org/i/772608-winter-2016/19>
- (7) March 2016: FIU Panther Magazine article: <http://panthernow.com/2017/03/02/office-to-advance-women-equity-diversity-to-develop-more-balanced-hiring/>
- (8) Summer 2017: Rose, S.M., & Darici, Y. (in press), Awareness, commitment, and empowerment of women faculty. Proceedings of the 2016 International Women's Congress, Ankara, Turkey.

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

Continue progress on major goals described above

Supporting Files

Filename	Description	Uploaded By	Uploaded On
FIU News article on NSF ADVANCE grant 11-17-16.pdf	November 2016: FIU News article: http://news.fiu.edu/2016/11/nsf-grant-to-attract-women-minority-engineering-and-science-professors-to-fiu/106413	Suzanna Rose	03/10/2017

Filename	Description	Uploaded By	Uploaded On
AWIS journal article on intersectionality 2016.pdf	Winter 2016: Article by Rose & Farhangi on the Intersectionalities of Men STEM faculty. Published in AWIS Magazine: http://magazine.awis.org/i/772608-winter-2016/19	Suzanna Rose	03/10/2017
FIU Panther Magazine article on AWED Office 3-2-17.pdf	March 2016: FIU Panther Magazine article: http://panthernow.com/2017/03/02/office-to-advance-women-equity-diversity-to-develop-more-balanced-hiring/	Suzanna Rose	03/10/2017
Tenure Clock Extensions Policy 12-5-16.pdf	FIU Provost Kenneth Furton memorandum on Tenure Clock Extensions Policy 12-5-16	Suzanna Rose	03/10/2017

Products

Books

Book Chapters

Inventions

Journals or Juried Conference Papers

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 = AWAITING_PUBLICATION; Acknowledgement of Federal Support = Yes

Other Products

Other Publications

Cochrane, K. (2016). *Faculty mentor their colleagues in a newly expanded program*. Cochrane, K. (2016, November 1). Faculty mentor their colleagues in a newly expanded program. FIU Magazine. Retrieved from <https://news.fiu.edu/2016/11/faculty-mentor-their-colleagues-in-a-newly-expanded-program/105457>. Status = PUBLISHED; Acknowledgement of Federal Support = No

Rose, S.M. & Farhangi, S. (2016). *The Intersectionalities of STEM Men Faculty: An Unexplored Barrier for Recruiting Women of Color?*. Rose, S.M. & Farhangi, S. (2016). The Intersectionalities of STEM Men Faculty: An Unexplored Barrier for Recruiting Women of Color? Association for Women in Science (AWIS), Volume 48, 16-19.. Status = PUBLISHED; Acknowledgement of Federal Support = Yes

Patents

Technologies or Techniques

Thesis/Dissertations

Websites

FIU ADVANCE

<http://advance.fiu.edu>

FIU ADVANCE website, updated February 2017.

Supporting Files

Filename	Description	Uploaded By	Uploaded On
FIU Magazine article on Faculty Mentor Program 11-1-16.pdf	Cochrane, K. (2016, November 1). Faculty mentor their colleagues in a newly expanded program. FIU Magazine. Retrieved from https://news.fiu.edu/2016/11/faculty-mentor-their-colleagues-in-a-newly-expanded-program/105457	Suzanna Rose	03/10/2017
AWIS journal article on intersectionality 2016.pdf	Rose, S.M. & Farhangi, S. (2016). The Intersectionalities of STEM Men Faculty: An Unexplored Barrier for Recruiting Women of Color? Association for Women in Science (AWIS), Volume 48, 16-19.	Suzanna Rose	03/10/2017

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	3
Eaton, Asia	Faculty	1

Name	Most Senior Project Role	Nearest Person Month Worked
Farhangi, Sanaz	Postdoctoral (scholar, fellow or other postdoctoral position)	3
Capitan, Patricia	Other	2
Davis, Sadie	Other	2
Hospital, Michelle	Other	1
Silva-Cruz, Cinthya	Other	2

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**Yesim N Darici**

Email: DARICIY@fiu.edu

Most Senior Project Role: Co PD/PI**Nearest Person Month Worked:** 2**Contribution to the Project:** Co-PI**Funding Support:** Award**International Collaboration:** No**International Travel:** No

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**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**Suzanna M Rose****Email:** srose@fiu.edu**Most Senior Project Role:** Co PD/PI**Nearest Person Month Worked:** 3**Contribution to the Project:** Co-PI**Funding Support:** Institution**International Collaboration:** No**International Travel:** No**Asia Eaton****Email:** aeaton@fiu.edu**Most Senior Project Role:** Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Key Personnel

Funding Support: Award

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: 3

Contribution to the Project: Postdoctoral Fellow

Funding Support: Institution

International Collaboration: No

International Travel: No

Patricia Capitan

Email: pcapitan@fiu.edu

Most Senior Project Role: Other

Nearest Person Month Worked: 2

Contribution to the Project: Program Coordinator

Funding Support: Institution

International Collaboration: No

International Travel: No

Sadie Davis

Email: saddavis@fiu.edu

Most Senior Project Role: Other

Nearest Person Month Worked: 2

Contribution to the Project: Project Director

Funding Support: Award

International Collaboration: No

International Travel: No

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

International Collaboration: No

International Travel: No

Cinthy Silva-Cruz

Email: csilvacr@fiu.edu

Most Senior Project Role: Other

Nearest Person Month Worked: 2

Contribution to the Project: Program Coordinator

Funding Support: Award

International Collaboration: No

International Travel: No

What other organizations have been involved as partners?

Name	Type of Partner Organization	Location
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

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:

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:

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:

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. The following four consultants for the Deep Change Program and Interactive Theater Project are scheduled to come to FIU in March and April:

1. Mariko Chang, Independent Contractor
2. Patricia Devine, University of Wisconsin-Madison, consultant
3. Stephanie Goodwin, Wright State University, consultant
4. Lilia Cortina, University of Michigan, consultant

5. Jeffrey Steiger, The New Theater of Medicine, consultant

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?

Nothing to report.

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, Ph.D. 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.

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 initial pilot study for the Deep Change Program (DCP) was to occur in May 2017. However, this pilot study is going to be delayed until 2017-18. The research team has decided that more time is required to prepare facilitators and curriculum to present this bystander intervention program. In order to have faculty buy-in for participation in this 15-hour program, we must guarantee that we have a very strong and highly interactive curriculum. The curriculum will be built partly based on qualitative data that we are collecting this Spring 2017. We need more time to analyze and review these materials. Some of these materials will be incorporated into interactive theater performances. Our theater consultant also would like more time to write skits and plays.

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.

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.