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[Award Functions](#)  
[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
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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
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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

### 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

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

Major Activities:

1. **FIU ADVANCE's first goal is to increase the number of tenure-line women in STEM.**
  - From the baseline year (2015) to the present, the percentage of women in STEM increased from 18% to 20%.
  - For STEM women of color, the percentage increased from 1.5% to 2.5%.
  - Although these gains are modest, they are in the right direction.
2. **Culture of Inclusion.** FIU ADVANCE's initiatives are intended to create a peer-based faculty 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).

## **2.1 Behavioral Intervention Project and Social Science Study 2 (SSS#2): Bystander Leadership Program (formerly Deep Change Program)**

The Bystander Leadership Program (BLP) is the signature program of FIU ADVANCE's new initiatives. It was designed as an educational, interactive, behavioral skills training program for faculty. It was developed, pilot tested 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).

Bystander is intended to move faculty participants from "insight" to "action" to address observed or anticipated instances of gender and race bias and discrimination among faculty. The program raises awareness about the interplay between power, privilege, and bias often experienced by women and minorities. It also provides practice in using a toolkit of intervention responses and actions in response to situations of bias. The program is intended to develop a social system at FIU that supports and institutionalizes positive change among 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/INTERVENTION (SSS#2)**

- As of March 2020, 345 faculty (161 women and 183 men) and 11 guests from other universities participated in one of 17 workshops offered since 2017. Of those attending, 208 tenure-line STEM and SBS faculty (78 female and 130 male) were included in the research study. An additional 74 faculty participated in the control group for the research study.
- Preliminary results comparing a pre-test with the results from a three-month follow-up survey indicated that the Bystander group showed significant changes compared to the control group in terms of self-reported items including: Awareness of subtle gender/ethnicity bias in one's environment, Awareness of gender/ethnicity bias in one's discipline; Confidence in being able to enact gender/ethnic equity interventions; and Confidence in engaging in such actions on a regular basis.
- Extensive comments in response to open-ended questions included on the three-month follow-up survey also showed a positive effect: "I think ALL faculty would really benefit from this kind of training program to help them understand various biases." "More than one person [in my department] has participated in the bystander training program which I believe has led to a very responsibly written diversity plan."
- Bystander has drawn attention from other ADVANCE programs and universities. Rose met with the science deans at UCLA at their request to explain the program to them. Visitors from University of California Fullerton, University of California San Bernadino, and University of Wisconsin attended a Bystander workshop. They plan to use or incorporate parts of the program in their activities.

## **2.2 Policies and Procedures Review (3 levels: DEI Plans, Policy Actions, and Salary Equity)**

### **2.2.A. College and Departmental Diversity, Equity, and Inclusion (DEI) Plans**

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 women and underrepresented groups at the faculty and doctoral student level. Deans and Chairs will be accountable for meeting planned goals.

- Deans from six of eleven Colleges and the 48 departments within those colleges have DEI plans, including the Colleges of Communication, Architecture + the Arts; Arts, Sciences, & Education; Engineering & Computing; Business; International and Public Affairs; and Public Health and Social Work. Certain aspects of FIU ADVANCE were required to be in departmental plans, including participation in the Bystander Leadership Program, STRIDE hiring workshops, and the Diversity Advocate Program. Departments also may choose from among 60 DEI actions and metrics provided by AWED.
- During 2019-2020, Year 2 of the DEI project, departments revised and tracked their goals and submitted reports that are under review by AWED.
- See Appendix A for DEI Metrics and a completed departmental plan.

### **SIGNIFICANT RESULTS OF DEI PLANS**

- Three of eleven Deans have a College DEI plan in place.
- A total of 48 departments in six colleges have DEI plans. Annual reports for 2019-2020 have been submitted by 46 departments.
- Deans from the remaining four colleges that do not have DEI plans will be asked to develop those during 2020-2021. Those colleges include Medicine, Nursing and Health Sciences, Law, and Hospitality.
- This project is in the early stages and the data have not been aggregated yet, but based on individual meetings with most departmental chairs, the project is being taken seriously by the majority of chairs and departments.

### **2.2.B. New Policy and Procedures Actions**

- Rose worked with the Offices of Legal Counsel, Faculty Leadership and Success, Employee Labor Relations, Compliance, and Inclusion, Diversity, Equity and Accessibility (HR) to create an effective amorous relationships policy concerning faculty-student romantic relationships. A draft is ready to be routed through the University policy approval process but unfortunately was shelved temporarily due to COVID.
- Due to procedural violations occurring during the tenure and promotion process, Academic Affairs has revised the Tenure & Promotion Manual to require that all members of College-level T&P committees and all Chairs and Deans attend a STRIDE for Tenure and Promotion workshop as of Fall 2020.

### **2.2.C. Salary Equity Program**

- AWED made 16 salary equity adjustments in fall 2019, including adjustments for under-represented minority faculty.
- To date, 61 salary adjustments have been made.

## **3. 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**

- Results were presented at the NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference in Cleveland, Ohio, October 2019, during a presentation entitled Exploring the intersectionalities of Transnational Faculty.

Specific Objectives:

**1. Behavioral Intervention Projects: Interactive Theater Project**

AWED Theater is a FIU-branded theater unit under the direction of Creative Director Jeffrey Steiger, who also has written the original scripts for AWED Theater and the Bystander program as part of his commitment to FIU ADVANCE. The productions may be scheduled by other universities and professional associations. Specific accomplishments this year include:

- A video was created for AWED Theater (<https://youtu.be/vVBoVC1odqY>) to assist in dissemination and outreach efforts about the program and was presented as part of the 2020 NSF STEM Video Showcase.
- AWED Theater created and offered a sexual harassment prevention seminar/ bystander intervention training for the New World Symphony in Miami, Florida.
- AWED Theater performed at the NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, in Cleveland, Ohio.
- AWED Theater was scheduled to perform at the American Society for Engineering Education for 200 Engineering Deans in April 2020, but that event was postponed due to the coronavirus outbreak.

**2. ADVANCE Florida Network (AFN)**

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). The goal of the AFN is to encourage collaboration and the sharing of information and resources in the areas of recruitment, promotion, retention, and leadership for women.

- As shown in Table 1, for the fourth year of the AFN program (2019-2020), 12 applicants were awarded travel funding, increasing the total of applicants to 43 since its start in 2016.

Table 1. AFN-WISS Awardees by Rank, Year 4 and To Date

	2019-2020				2016-2020			
	Tenure-line	Post-Doctoral Fellow	Lecturer	Total	Tenure-line	Lecturer	Post-Doctoral Fellow	Total
FIU	3	1	0	4	13	0	5	18
UCF	4	1	0	5	9	1	5	15
USF	2	1	0	3	7	0	3	10
TOTAL	9	3	0	12	29	1	13	43

- Of this year’s 12 applicants, 4 completed travel in the fall and early spring 2020 semester. Due to the coronavirus outbreak, the program was suspended and will resume in Spring 2021 if travel restrictions are lifted.
- Citing funding issues related to COVID-19, UCF backed out of its commitment to fund to provide any further funding for its faculty.
- Since its inception, participants continue to display overall positive feedback and satisfaction for the AFN-WISS program: all found the visits to the other institutions to be very useful and reported being very satisfied with the AFN-WISS program overall (M=7.0, 7-point scale, 7= very satisfied).
- Postdoctoral fellows especially appreciated the AFN format, which is similar to a faculty interview, thus providing participants with a type of mock faculty interview. This was very helpful preparation for those seeking faculty positions.

**3. Recruitment and Advancement**

**3.A. STRIDE Committee: Strategies and Tactics for Recruiting to Improve Diversity and Excellence**

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

3.A.1. STRIDE for hiring/faculty recruitment workshop: provide background information and concrete advice about practices that make searches more successful (in producing diverse candidate pools and hiring candidates).

- 276 faculty members participating in 2019-2020. There have been over 700 unique STRIDE participants to date.
- 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

3.A.2. STRIDE Diversity Advocate workshop: This project was initiated as a pilot project during 2018-2019 and continued through 2019-2020. It has now been endorsed to be included as a permanent feature of AWED search committee training beginning Fall 2020. One member of each search committee will be recommended by AWED to attend this advanced recruitment workshop. DAs must first have attended the STRIDE Hiring workshop.

- A total of 46 DAs have been trained thus far. Each tenure-track faculty Search and Screen Committee (SSC) in the Colleges of Arts, Sciences, and Education (CASE), the School for International and Public Affairs (SIPA), and the College of Engineering and Computing (CEC) was required to have one member trained as a DA.
- The eleven STEM tenure-track faculty that have been hired this year to date are: Hispanic female, two White females, five Asian males, one Hispanic male, and three white males.

3.A.3. **STRIDE Tenure and Promotion Workshop:** This new requirement will begin in Fall 2020; it is now part of the Tenure and Promotion guidelines. All College Tenure and Promotion Committee members, Department Chairs, and Deans must attend the T&P workshop in 2020-2021 and once every five years. New committee members, department chairs and deans should attend in their first year of appointment.

- Three workshops were offered this year to College T&P committees in CASE, SIPA, and CEC. New case materials were developed for these sessions.
- Due to problematic evaluations by Chairs and Deans, all members of College T&P committees, Chairs, and Deans will be required to attend this workshop beginning Fall 2020.

3.A.4. **STRIDE Hiring Leaders Workshop:** (Dean and above). Required for all upper-administration search committee members. No Dean searches were in progress during 2019-2020.

### 3.B. Faculty Mentor Program

The FIU Faculty Mentor Program (FMP) is in its ninth successful year. The program is offered to all faculty ranks, including tenure-line, research, clinical, and instructors. 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 550 unique participants.

- 186 faculty participated as mentors and mentees in 2019-2020.
- Events were held on topics including grant writing, tenure and promotion, and maximizing mentoring. The 2020 Tenure & Promotion Workshop had over 100 attendees.
- In a 2017 Harvard COACHE survey, mentoring was one of FIU's areas of strengths, meaning FIU scored in the top 30% of the cohort (112 partners) and scored first or second among a selected group of five comparison institutions.
- Since the program began in 2011-2012, faculty satisfaction with mentoring at FIU increased substantially and has exceeded that of peer cohorts on the last three Harvard COACHE surveys (2014, 2017, 2020)

### 3.C. CASE Distinguished Postdoctoral Program

This is a program that arose from the CASE Diversity and Inclusion Plan, and is starting its third year. Caroline Simpson, CASE Equity Advisor, chaired the selection committee, which consisted of one or two faculty from each CASE department. The program is intended to attract women and URGs and provide a "path to the professoriate." If the fellows are successful during their appointment at FIU, they will be offered a tenure-earning position.

- A Black Hispanic man is the first distinguished postdoc to be offered a position as an assistant professor of Biological Sciences, beginning in Fall 2020.
- Another six postdoctoral fellow are in the pipeline for possible transition to tenure-earning positions.

Significant Results:

## 1. Leadership Programs for Faculty and Chairs

### 1.A. Faculty Leadership Programs

**1.A.1. 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.

- This year's WFLI was held as a webinar due to the coronavirus outbreak. Keynote speaker Dr. Carolyn West, is an award-winning author, filmmaker, and Professor of Psychology at the University of Washington. Dr. West explored strategies to "Escape the Cape" of invincibility, practice self-care, and reconnect with authenticity, with attention to the special demands on Black women to be superheroes. Four FIU faculty and staff also participated on a panel concerning the same topic.
- [Escape the Cape is available here for viewing.](#)
- About 200 women faculty and staff attended. The webinar was a great success:
  - I think the greatest takeaway is that I am not alone in my feelings and that our FIU community of women is impressive and empowering and encouraging. I am so glad I attended and so honored to be part of the FIU family.
  - I really liked hearing about the diverse experiences from the speakers. That is what AWED is all about! Keep it up!
  - Wow, just wow. I left today's meeting feeling included, empowered, and not alone. To know that such accomplished women also face or are facing very similar instances such as myself made me feel as if I'm not in this alone. I gained something valuable from each speaker.
  - I was intrigued and inspired by the keynote speaker, panelists and I found the entire discussion on this topic extremely engaging. Thank you for offering this summit and inviting non-faculty staff. I greatly appreciate the opportunity to participate.

### 1.A.2. AWED Faculty Fellows Program, Senior Personnel, and Equity Advisors

**1.A.2.a. The AWED Faculty Fellows Program** was launched in fall 2017. Four faculty members served as AWED Faculty Fellows in 2019-2020 to contribute to ADVANCE projects and receive administrative experience and mentorship, including:

- Tawia Ansah, Professor, Law
- Heather Blatt, Associate Professor, English
- Isaac Burt, Associate Professor, Counseling, Recreation and School Psychology
- Suzanne Hollander, Senior Instructor, Real Estate

**1.A.2.B. Senior Personnel.** An additional four faculty serve as Senior Personnel on the ADVANCE grant and participated on the STRIDE and/or Bystander Facilitation teams.

- Stephen Charman, Associate Professor, Psychology
- Lei Guo, Associate Professor, Physics
- Pete Markowitz, Professor, Physics
- Michael Yawney, Associate Professor, Theatre

**1.A.2.C. College Equity Advisors.** Implemented as a way to add administrative support in each college to reinforce the sustainability of FIU ADVANCE goals, EAs are a senior faculty member in the College who works with the College administration, Chairs, and AWED to implement and oversee the policies and procedures recommended by AWED as part of the ADVANCE grant.

- The 2019-2020 EAs were: Caroline Simpson, Professor, Physics, for CASE; Susanne Zwingel, Associate Professor, Politics & International Relations, for SIPA; and Anthony McGoron, Associate Dean for Academic Affairs, for CEC.
  - CASE has made the Equity Advisor position a permanent feature in the College. The CASE EA is a half-time AY appointment and includes a summer salary. AWED is moving to have an EA in every college by the end of 2021.
- SIGNIFICANT OUTCOMES OF AWED LEADERSHIP PROGRAMS.

Several of the faculty that have served in AWED have assumed other leadership positions in addition to continuing to work with AWED or moving onto new roles. For example:

- Heather Blatt was appointed Assistant Director of Liberal Studies
- Isaac Burt organized the Black faculty to establish a Black Faculty Association and received the 2020 Presidential Award for Access and Equity.
- Pete Markowitz was appointed Assistant Dean, Honors College
- Caroline Simpson is now the Equity Advisor for CASE and will begin as AWED Associate Director in Fall 2020. She also served as the Co-Chair for the COACHE team.
- Antoinette Smith, the first AWED Faculty Fellow, was the first Black woman to be promoted to full professor in the School of Accounting and the College of Business.
- Kirsten Wood became the first AWED Associate Director in January 2020.
- Michael Yawney is now president of the South Florida Theatre League and is pursuing diversity goals there.

### 1.A.3. 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 were committed to the DMP program in support of ADVANCE, two in Sciences and two in Engineering. One science and one engineering position were filled (Radu and Roudenko); the search for the remaining positions is continuing.

- Daniela Radu, Associate Professor, Mechanical and Materials, is the co-chair of the department's Diversity and Inclusion Committee. She mentored Hillary Emerson, who obtained a Staff Scientist position at the Pacific Northwest National Laboratory, a US Department of Energy national laboratory. Lastly, Radu won a \$3 million dollar grant from NASA to create and lead the Center for Research and Education in 2D Optoelectronics (CRE2DO). CRE2DO's primary goal is to develop cutting-edge technologies that integrate 2D materials in space-resilient infrastructure materials, communication devices, and small satellite technology. This award was granted through the NASA Program for Minority University Research and Education Project – Institutional Research Opportunity, which focuses on engaging women and minorities in NASA Research.
- Svetlana Roudenko, Professor, Mathematics, serves as the Graduate Program Director of the new PhD program in Applied Math. In only its second year, the program has about 15 PhD students and over 70% of the students are racial/ethnic minorities. She has been advising two undergraduate minority students via NSF REU programs in the past year-one got into a Masters program and another is ready to graduate in 3 years. Dr. Roudenko has been an active participant and implementer of the departmental diversity plan. She has worked on the design of two new courses, and has directed or co-directed three graduate theses. She was invited to give talks at four international conferences.

### 1.B. Departmental Chairs Leadership Programs

#### 1.B.1. Chairs' Leadership Retreat

- The fourth annual Departmental Chairs' Retreat was held in August 2019. Suzanna Rose presented at the Retreat and discussed Diversity and Inclusion challenges, followed by interactive sessions of case studies derived from interviews with FIU faculty that were conducted as part of FIU's NSF ADVANCE grant.
- The June 2020 Chairs' Leadership Retreat was attended by 48 Chairs and Directors. Suzanna Rose and Kirsten Wood (AWED Associate Director) presented case studies concerning gender and other issues related to conducting faculty evaluations in the COVID era.

1.B.2. Chairs' Mentor Program (CMP). The CMP started in fall 2018 under the supervision of Prof. Kathleen Wilson, the newly appointed Provost's Faculty Fellow and Faculty Ombudsperson. Wilson previously served as the Chair of the Faculty Senate and also as United Faculty of Florida President. This program pairs new chairs with more experienced chairs to provide advice and support.

1.B.3 Chairs' Leadership Workshops. Begun in 2019, topics include faculty grievances, faculty governance/bylaws, tenure & promotion guidelines, Title IX, and hiring processes.

Key outcomes or Other achievements:

### Year 3 Site Visit

FIU ADVANCE had its Year 3 site visit from NSF on December 2 and 3, 2019 by a team of eight visitors:

1. Sharon Bird, Director of Women's and Gender Studies, West Virginia University
2. Dana Britton, Director of the Center for Women and Work, Rutgers University
3. Erika Camacho, Associate Professor, School of Mathematical and Natural Sciences, Arizona State University

4. Noelle Comolli, Associate Professor and Chair, Department of Chemical and Biological Engineering, Villanova University
  5. Jessie Dearo, Program Director, NSF ADVANCE Programs
  6. Lloyd Douglas, independent higher education consultant
  7. Alice Hogan, inaugural Program Director of NSF ADVANCE
  8. Laura Kramer, independent higher education consultant
- The NSF site visitors met with over 100 individuals related to the grant, including upper administration officials, deans, event participants, senior and junior level faculty members, and program staff.
  - The site visit report is attached as Appendix B. The site visit team was very impressed by the scope of activities and extent of involvement that the leadership team has been able to effect on campus, calling it “a tremendous undertaking with a lot of progress so far” and encouraging the team to continue on the path it is on.

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

1. STRIDE Committee -- provides faculty with the opportunity to become institutional experts on unconscious bias and diversity issues. See also the earlier section on AWED Faculty Fellows Program and Senior Personnel.
2. STRIDE Workshops – educates individual faculty in best hiring practices; encourages all faculty to take a leadership role to achieve inclusive excellence.
3. Diversity Advocate Program – provides further guidance for faculty members in search and screen recruitment efforts and evaluation best practices.
4. Bystander Committee – provides faculty facilitators with in-depth knowledge of and experience with behavioral change training.
5. Bystander Leadership Program (BLP) – About 342 faculty participated in the workshops so far and have practiced concrete methods of intervening in instances of gender or racial bias and to increase inclusiveness of women and URM faculty.
6. Faculty Mentor Program (FMP) serves all faculty in all colleges, with 186 faculty participating in 2019-2020. FMP offerings include mentoring events, workshops, and talks on topics such as grant writing, publishing, and mentoring diverse students.
7. FIU Women Faculty Leadership Institute (WFLI) - The 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.
8. AWED Leadership Opportunities - Faculty Fellows, Senior Personnel, and Equity Advisors gain expertise and administrative experience. Many go on to other leadership roles.
9. Chairs' Leadership Retreat - The 1-2 day retreat addresses topics such as improving departmental climate, faculty equity, conflict resolution, leadership strategies, and faculty governance structures.

**\* 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.

- A full list of communication and dissemination activities is attached in Appendix C: Communication and Dissemination Activities.
- A Sampling of Published Communications also is attached.

**CONFERENCE PRESENTATIONS**

1. Garcia, A. & Silva-Cruz, C. Engaging Audiences with Your NSF ADVANCE Projects. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.
2. Farhangi, S., Pankey, B., & King, B. (2019) *Exploring the intersectionalities of Transnational Faculty*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.
3. Rose, S.M., Wood, K., Markowitz, P. & Dellinger, K. Motivating bystander intervention and interpersonal awareness with experiential learning. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.
4. Rose, S.M., Farhangi, S. Wood, K., & Pankey, B. Initial impact of the Bystander Leadership Workshop to reduce gender and race bias among faculty. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.
5. Simpson, C. & Rose, S.M. Hiring committee Diversity Advocates: A promising practice from FIU ADVANCE. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.
6. Simpson, C. My Life as a College Equity Advisor, lightning talk presented at the NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference, Cleveland, OH, October 2019.

**SIGNIFICANT OTHER COMMUNICATIONS**

- Five articles about various FIU ADVANCE staff/initiatives, such as the Diversity Advocate program, have been published in FIU News, the university's official news site.
- Twenty articles about faculty or ADVANCE projects were written for AWED news.
- Suzanna Rose was honored as the 2020 “In the Company of Women” Education and Research Award winner by the Miami-Dade Parks, Recreation and Open Spaces. Department, in partnership with the Parks Foundation of Miami-Dade and the Miami-Dade Commission for Women.
- Suzanna Rose was featured in FIU Magazine for “5 Questions for the associate provost for diversity.”
- A press release featuring Diversity Mentor Professor Daniela Radu's \$3 million dollar grant from NASA was released by FIU.
- A press release featuring FIU's entry into the Aspire IChange Network and mentioning FIU ADVANCE/AWED was released by FIU. Aspire is a national alliance aimed at developing a more inclusive and diverse STEM faculty.
- FIU ADVANCE was mentioned in an opinion editorial by Virginia Valian appearing in Nature. Valian, V. (2019, October 3). “We are all complicit in harassment and abuse.” *Nature*, 574, 7.
- Collateral print materials have been developed for dissemination at events.
- Video about AWED Theater was created and featured on the AWED Theater page of the ADVANCE website.
- AWED Theater video was part of the 2020 STEM for All Video Showcase and received 1011 views from 576 visits and 446 visitors from 162 locations.
- A Facebook page was created for the Office to Advance Women, Equity & Diversity.
- The AWED Twitter page averaged 15 thousand impressions a month, and an engagement rate of 1.2%. According to 2018 industry benchmarks, the median Twitter engagement rate across every industry is .046%.

**ENGAGING LEADERSHIP:**

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 via video conference call in April 2020. The Board is comprised of six representatives from other institutions that have had ADVANCE grants and/or implemented programs with similar goals.

- The **Internal Advisory Board** met once in Fall 2019. The Spring 2020 meeting was canceled due to COVID-19.
- We have continued to educate the Deans' Advisory Council, the Chairs Advisory Council (all FIU department chairs), Bystander Intervention Program facilitators, and STRIDE members on all grant activities.

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

- Analyze data and publish results of Bystander Leadership Program
- Continue working with Deans and department chairs on their Diversity, Equity, and Inclusion plans
- Recruit and recruit and train more college equity advocates
- Work to offer our programming online in light of the continuing coronavirus outbreak.

**Supporting Files**

Filename	Description	Uploaded By	Uploaded On
Appendix A DEI Metrics and completed departmental plan.pdf	Appendix A-DEI metrics and completed departmental plan	Suzanna Rose	08/01/2020
Appendix B-FIU 3rd Year Site Visit report w PO correspondence.pdf	Appendix B: FIU 3rd Year Site Visit report w Program Officer correspondence	Suzanna Rose	08/01/2020
Appendix C Communication and Dissemination Activities.pdf	Appendix C: Communication and Dissemination Activities	Suzanna Rose	08/01/2020
Sampling of published communications.pdf	Sampling of published communications	Suzanna Rose	08/01/2020

**Products**

**Books**

**Book Chapters**

**Inventions**

**Journals or Juried Conference Papers**

**Licenses**

**Other Conference Presentations / Papers**

Garcia, A. & Silva-Cruz, C. (2019). *Engaging Audiences with Your NSF ADVANCE Projects*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Farhangi, S., Pankey, B., & King, B. (2019). *Exploring the intersectionalities of Transnational Faculty*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Simpson, C. & Rose, S.M. (2019). *Hiring committee Diversity Advocates: A promising practice from FIU ADVANCE*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Rose, S.M., Farhangi, S. Wood, K., & Pankey, B. (2019). *Initial impact of the Bystander Leadership Workshop to reduce gender and race bias among faculty*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Rose, S.M., Wood, K., Markowitz, P. & Dellinger, K. (2019). *Motivating bystander intervention and interpersonal awareness with experiential learning*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Simpson, C. (2019). *My Life as a College Equity Advisor lightning talk*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

**Other Products**

*Audio or Video Products.*

A video about AWED Theater was created, and was successfully submitted to be a part of the 2020 STEM for All Video Showcase (1011 views from 576 visits and 446 visitors from 162 locations as of May 2020).

**Other Publications**

**Patents**

**Technologies or Techniques**

**Thesis/Dissertations**

**Websites**

*Office to Advance Women, Equity & Diversity Facebook*  
<https://www.facebook.com/fiuawedoffice>

**Supporting Files**

Filename	Description	Uploaded By	Uploaded On
Life as a College Equity Advisor ARC Presentation.pdf	Simpson's lightning talk presentation at the NSF Advance Resource Network (ARC) Equity in STEM Community Convening	Suzanna Rose	07/27/2020
FIU News articles.pdf	Articles appearing in FIU News about FIU ADVANCE objectives/programs	Suzanna Rose	07/27/2020
Motivating Bystander Intervention ARC Presentation.pdf	Rose/Wood/Markowitz/Dellinger presentation at the NSF Advance Resource Network (ARC) Equity in STEM Community Convening	Suzanna Rose	07/27/2020

## 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	0
Heithaus, Michael	Co PD/PI	1
Jung, Ranu	Co PD/PI	1
Rose, Suzanna	Co PD/PI	12
Ansah, Tawia	Faculty	1
Blatt, Heather	Faculty	1
Burt, Isaac	Faculty	1
Charman, Stephen	Faculty	1
Farhangi, Sanaz	Faculty	9
Hollander, Suzanne	Faculty	1
King, Barbara	Faculty	2
Markowitz, Pete	Faculty	1
McGoron, Anthony	Faculty	1
Simpson, Caroline	Faculty	4
Wood, Kirsten	Faculty	1
Yawney, Michael	Faculty	1
Zwingel, Susanne	Faculty	2
Pankey, Brianna	Graduate Student (research assistant)	6
Valdes, Joanna	Graduate Student (research assistant)	4
Garcia, Ashley	Other	12
Silva-Cruz, Cinthya	Other	12

### 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:** 0

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

**Funding Support:** FIU

**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:** 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:** No

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**Tawia Ansah**

**Email:** tansah@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Faculty Fellow

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Heather Blatt**

**Email:** hblatt@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Faculty Fellow

**Funding Support:** Institution

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

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**Isaac Burt**

**Email:** iburt@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Faculty Fellow; STRIDE and Bystander team member

**Funding Support:** NSF

**International Collaboration:** No

**International Travel:** No

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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:** NSF

**International Collaboration:** No

**International Travel:** No

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**Sanaz Farhangi**

**Email:** sfarhang@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 9

**Contribution to the Project:** Research Assistant Professor

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Suzanne Hollander**

**Email:** sshollan@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

**Contribution to the Project:** Faculty Fellow

**Funding Support:** Institution

**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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**Pete Markowitz**

**Email:** markowit@fiu.edu

**Most Senior Project Role:** Faculty

**Nearest Person Month Worked:** 1

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

**Funding Support:** Institution

**International Collaboration:** No

**International Travel:** No

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**Anthony McGoron****Email:** mcgorona@fiu.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 1**Contribution to the Project:** Equity Advisor**Funding Support:** Institution**International Collaboration:** No**International Travel:** No

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**Caroline Simpson****Email:** simpsonc@fiu.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 4**Contribution to the Project:** AWED Senior Personnel**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:** AWED Associate Director; Lead Co-facilitator of the Bystander Leadership Program**Funding Support:** 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

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**Susanne Zwingel****Email:** szwingel@fiu.edu**Most Senior Project Role:** Faculty**Nearest Person Month Worked:** 2**Contribution to the Project:** Equity Advisor**Funding Support:** 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:** 6**Contribution to the Project:** Graduate Research Assistant**Funding Support:** NSF**International Collaboration:** No**International Travel:** No

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**Joanna Valdes****Email:** joavalde@fiu.edu

**Most Senior Project Role:** Graduate Student (research assistant)

**Nearest Person Month Worked:** 4

**Contribution to the Project:** Graduate research assistant

**Funding Support:** NSF

**International Collaboration:** No

**International Travel:** No

**Ashley Garcia**

**Email:** asnigarc@fiu.edu

**Most Senior Project Role:** Other

**Nearest Person Month Worked:** 12

**Contribution to the Project:** Account Manager

**Funding Support:** NSF

**International Collaboration:** No

**International Travel:** No

**Cintha Silva-Cruz**

**Email:** csilvacr@fiu.edu

**Most Senior Project Role:** Other

**Nearest Person Month Worked:** 12

**Contribution to the Project:** Program Manager

**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:**

##### 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.

Theater Consultant Jeffrey Steiger and Creative Director for AWED Theater has been working closely with the Bystander team to develop theater performances that can be used in the workshop and has presented them to other universities and professional organizations.

Contacts from several other institutions have come to FIU to attend Bystander, including:

- Kirsten Dellinger, University of Mississippi
- Laurie Roades and Karyn Scissum Gun, California State University-Fullerton
- Donna Garcia and Marie Zaldivar, California State University-San Bernadino

- Christine Pribbeow and Donald Dantzler, University of Wisconsin  
Rose will visit CSUSB in Fall 2020. The attendees from UC-Fullerton are considering having AWED Theater come out and provide a workshop.

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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.

Social Science Study #2, the Bystander Leadership findings will contribute to the disciplines of psychology and women's studies, as well as to STEM education and ADVANCE programs, by exploring the effects of a novel approach to teaching bias-reducing behaviors in STEM and SBS departments.

### 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 & 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 & 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.

The creation of the position of Equity Advisors in three Colleges appears to be the most effective mechanism to institutionalize ADVANCE programs and initiatives at the College level. The goal is to have an EA appointed in each College in the near future. The EA position serves as a bridge between AWED and the Deans' offices by serving on the STRIDE and/or Bystander Committees, and performing DEI work within the colleges, such as implementing and evaluating DEI plans at both the College and departmental level.

### 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 NSF Third Year site visit team recommended that we drop the Social Network study and instead focus on publishing our Bystander results and Microclimate findings. We agree with this recommendation and are putting our efforts towards publishing the Microclimate and Bystander results.

### 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.

