

NSF PAID-ADVANCE Grant Project

The National Science Foundation (NSF) PAID-ADVANCE grant is a partnership between Florida International University (FIU) and the University of Michigan (UM). The project at FIU advances knowledge and understanding of best practices for hiring and retaining an excellent and diverse faculty in order to increase the participation and advancement of women and minority faculty in the sciences.

The proposed project activities will advance knowledge and understanding of gender issues in academia by demonstrating the importance of actively recruiting and hiring women faculty for achieving excellence in research, teaching and service.

PROGRAM

10 a.m. WELCOME FROM SPONSORS

SUZANNA ROSE, Ph.D.

Rose is Executive Director of the School of Integrated Science and Humanity at FIU, Professor of Psychology and Women's and Gender Studies, and former Senior Associate Dean of the College of Arts & Sciences.

JOYCE ELAM, Ph.D.

Elam is Dean of the University College at FIU, the James L. Knight Eminent Scholar Chair, Professor in Management Information Systems and former Executive Dean of the College of Business Administration.

MAYRA BEERS, Ph.D.

Beers is Director of Operations and the James L. Knight Research Fellow for the Center for Leadership in the College of Business Administration.

MEREDITH NEWMAN, Ph. D.

Newman is Vice Provost of Faculty and Global Affairs and Professor of Public Administration and former Vice Dean of the College of Arts & Sciences at FIU.

10:30 a.m. KEYNOTE ADDRESS: Gender and Teaching Evaluations

Teaching as a Woman: How Women Professors are Perceived and Evaluated by Their Students

Professor Susan Basow, Lafayette College

Given the important role student evaluations of teaching play in many professors' career trajectory, it is important to understand potential biasing factors. In this talk, Dr. Basow will review the research on the many subtle and indirect ways in which gender factors may affect student ratings. She will point out particular risk factors that may make some professors more vulnerable to biased evaluations than others and will conclude with recommendations for the use of such evaluations. Susan Basow is Charles A. Dana Professor of Psychology at Lafayette College in Easton, Pennsylvania. Former Chair of the Psychology Department, Dr. Basow teaches courses on Gender, Cross-Cultural Psychology, Abnormal Psychology, and Counseling. She also helped found the Women's Studies program at Lafayette College and headed that program for many years. A licensed counseling psychologist, Dr. Basow has written a textbook on gender as well as published numerous research studies and book chapters on such topics as gender issues in student evaluations, and cultural body ideals/norms.

12 noon NETWORKING LUNCH - Meet and Greet Your Colleagues

1:15 p.m. PANEL AND DISCUSSION - Advancing Women Faculty at FIU

The Provost's Council for the Advancement of Women and Minority Faculty will discuss the steps they have taken in the past year to advance the careers of women faculty at FIU. Panelists will facilitate small group discussions to identify goals and strategies that participants would recommend to enhance hiring, promotion, equity and leadership opportunities for women and minority faculty. These suggestions will be incorporated into the Council's recommendations to the Provost.

Yesim Darici

*Council Chair; Associate Professor, Physics
Director, Center for Women's and Gender Studies*

Cheryl Brewster

Assistant Dean for Diversity, Herbert Wertheim College of Medicine

Maria Fernandez

Associate Professor, Teaching and Learning

Joyce Peterson

Associate Professor, History

Peggy (Chunlei) Wang

Associate Professor, Mechanical and Materials Engineering

2:45 p.m. WRAP UP - Feedback and Evaluation