

**K-State ADVANCE Institutional Transformation Project
Request for Proposals
Internal Advisory Board (IAB) Departmental Initiatives**

The K-State ADVANCE Institutional Transformation Project has sponsored six “partner departments” who have undertaken program initiatives that include review and revision of departmental policies, procedures, recruiting literature, and websites, with an eye toward identifying possible examples of subtle bias, inequities, and exclusion of women and members of other underrepresented groups. We now announce the opportunity for other departments to receive funding to implement these or other activities consistent with the goals of the project.

Proposals must be consistent with the mission of the ADVANCE Program. The K-State ADVANCE program goals are:

- Institute changes in existing departmental policies, procedures and practices, and develop new ones as needed to foster a gender-equitable climate within partner departments.
- Expand and enhance departmental recruitment practices to attract more women applicants and ensure that candidates are not subject to bias in the search and hiring process.
- Implement programs that foster the careers of women faculty and encourage their retention through tenure and promotion.
- Propagate the successes achieved in partner departments to all SEM departments.

We will make six (6) awards of \$10,000 each for the period of October 1, 2006—September 30, 2007. These awards will go to individual departments or groups of two or more departments who propose an initiative to undertake one or more appropriate activities. These activities will be conducted in conjunction with one of the six ADVANCE partner departments (Animal Science and Industry, Biological and Agricultural Engineering, Biology, Chemical Engineering, Diagnostic Medicine/Pathobiology, and Geology), who will provide advice and mentoring to the proposing units. Award funding may be used to support personnel or for other purposes in the department that promote the proposed activities and goals of the ADVANCE Project. For more information about the current ADVANCE goals and activities, visit www.ksu.edu/advance.

To apply for one of these ADVANCE Departmental Initiative Awards, please send an application containing the following information to Rebecca Wood, ADVANCE Project Coordinator, 25A Seaton Hall, 532-6088, advance@ksu.edu by July 15, 2006.

- Statement of interest in ADVANCE Departmental Initiative Award, specifying activity(ies) to be undertaken
- Plan for the activity, including a timeline and lead personnel responsible for its execution
- Specification of how ADVANCE funds would be spent
- Description of planned interaction with sponsoring ADVANCE partner department
- Letter of commitment from sponsoring ADVANCE partner department head

Applications should not exceed two pages, excluding the letter of commitment, and should be submitted as a hard copy package.

Proposals will be evaluated by the ADVANCE Project Steering Committee. Awards will be announced by August 15, 2006.