

Sent: Wednesday, January 11, 2017 1:17 PM

Subject: ADVANCE Webinar on IT preliminary proposal development

Hello,

The NSF ADVANCE program office is having a webinar on *IT Preliminary* proposal development and the difference between the *IT* and *Adaptation* tracks on **Feb. 1, 2017 2pm (EST)**. More information and a link to register for the webinar can be found [here](#). Feel free to forward this email to others.

IT Preliminary proposals are required by April 12, 2017 in order to be invited to submit a full Institutional Transformation proposal. NSF will use the merit review process to review the *IT Preliminary* proposals and then invite those that demonstrate potential for innovation in their strategies and research to submit full *IT* proposals in January 2018.

Attached is a power point overview of the ADVANCE tracks – be sure to review the [ADVANCE solicitation](#) for official guidance

Please let us know if you have any questions – email is best option ADVANCE@nsf.gov

ADVANCE Summary of Deadlines (NSF 16-594):

Institutional Transformation

- April 12, 2017 Preliminary proposal deadline (required in order to submit full proposal)
- January 17, 2018 Full Proposal deadline (only if invited after preliminary proposal review)

Adaptation

- August 9, 2017 Letter of Intent deadline (LOI is required in order to submit full proposal)
- September 13, 2017 Full Proposal deadline

Partnership (Next competition unless current solicitation is archived or replaced before these dates)

- December 13, 2018 Letter of Intent deadline (LOI is required in order to submit full proposal)
- January 9, 2019 Full Proposal deadline

Other funding opportunities:

ADVANCE Resource and Coordination Network ([presentation on ARC Network posted here](#))

- Target date for full proposal – March 15, 2017
- Talk to program office first ADVANCE@nsf.gov

ADVANCE Longitudinal Evaluation

- Submit as an unsolicited proposal according to the [NSF Grant Proposal Guide](#) – no deadline
- Talk to program office first ADVANCE@nsf.gov

ADVANCE



Increasing the Participation and
Advancement of Women in Academic
Science and Engineering Careers



NATIONAL SCIENCE FOUNDATION ADVANCE PROGRAM

ADVANCE@nsf.gov



NSF's ADVANCE Program 2001-2016

Promoting Equity for STEM Faculty.



To develop systemic approaches to increase the representation and advancement of women in academic STEM careers



To develop innovative and sustainable ways to promote gender equity that involve both men and women in the STEM academic workforce



To contribute to the research knowledge base on gender equity and the intersection of gender and other identities in STEM academic careers

Systemic & Organizational Change

ADVANCE focuses on “fixing” the systems and organizations that determine access to, and success in, STEM academic careers.

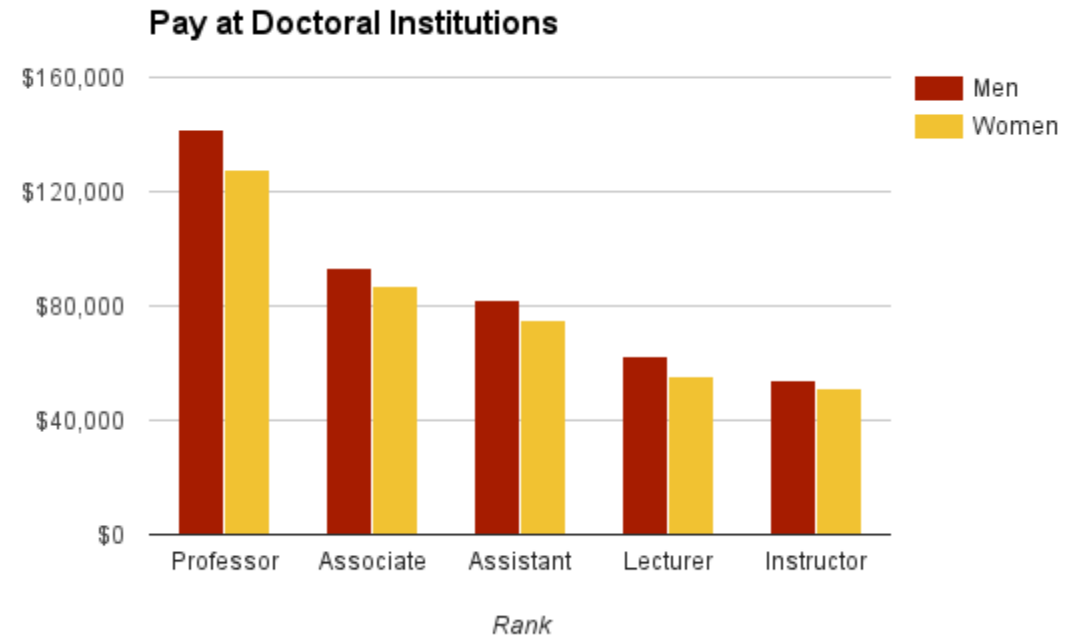
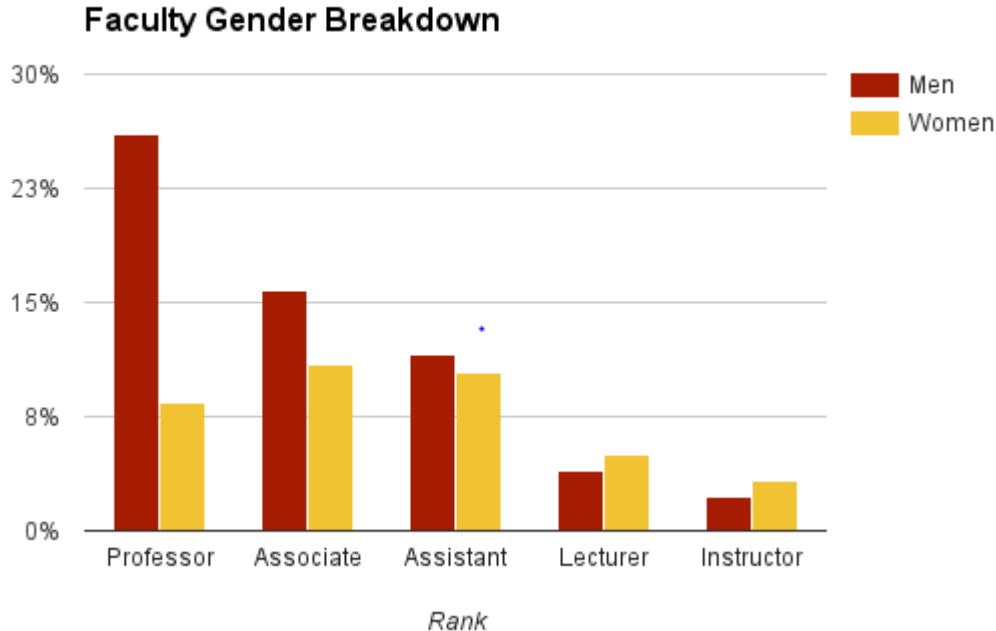
Examples of organizational and systemic issues that impact equity include:

- Recruitment, retention, tenure, and promotion policies *and practices*
- Work-life balance and career flexibility policies and programs *and usage*
- Salaries, start-up packages, and access to resources
- Institutional service allocations and requirements (committees, mentoring, etc.)
- Culture and climate of organizations and departments
- Accountability of STEM leadership and commitment to diversity

Systemic and organizational change is most likely to result in **long-term change** in STEM academics.

Equity

- Equity issues may exist even if proportional representation is achieved.
- Pay gaps are an example of a potential gender equity issue in academics that may persist even with full participation of women:



ADVANCE Grant Types NSF 16-594

Institutional Transformation (IT)

- Develop, implement, and study innovative organizational change strategies to foster gender equity
- Up to \$3M over five years
- Single IHE that has not had IT before (all STEM)
- Preliminary proposal April 12, 2017* (required)
- Proposal (if invited after preliminary) Jan. 17, 2018*

Adaptation

- Adapt proven organizational gender equity strategies
- Up to \$1M over three years
- Single IHE that has not had IT before (all STEM)
or
- Single non-profit org. (one or more disciplines)
- LOI Aug. 9, 2017* (required)
- Proposal Sept. 13, 2017*

Partnership

- Scale-up proven systemic gender equity strategies for national or regional impact
- Up to \$1M over 3-5 years
- Two or more partner orgs.
- One or more STEM disciplines
- LOI Dec. 13, 2018* (required)
- Proposal Jan. 9, 2019*

*These deadlines will recur every other year until the solicitation is replaced.

IT and Adaptation for Academic Organizations

Institutional Transformation	Adaptation
Evidence of STEM faculty gender inequity and understanding of reasons for inequity <ul style="list-style-type: none"> • Comprehensive IHE and STEM data 	Evidence of STEM faculty gender inequity and understanding of reasons for inequity <ul style="list-style-type: none"> • May be focused on the equity issue(s) to be addressed
Requires innovation in the design and/or implementation of one or more strategy to address one or more inequity identified in the evidence <ul style="list-style-type: none"> • Must be a comprehensive set of strategies and include all STEM disciplines 	Can adapt effective strategies developed by others to institution to address inequity(ies) identified in the evidence <ul style="list-style-type: none"> • May be focused on one, or a set of, equity issues but must include all STEM disciplines
Original research on gender equity in academics required	No research required
Communication strategy required	Communication strategy required
Internal and external impact evaluation required	Internal and/or external impact evaluation required
Organizational commitment and plan for sustainability	Organizational commitment and plan for sustainability
Management plan required <ul style="list-style-type: none"> • Internal steering committee required • External advisory committee required 	Management plan required <ul style="list-style-type: none"> • Internal steering committee required • External advisory committee optional

Adaptation and Partnership for Non-Academic Organizations

Partnership	Adaptation
<p>Evidence of STEM faculty gender inequity and understanding of reasons for inequity</p> <ul style="list-style-type: none"> • May be focused on one or more or all STEM disciplines 	<p>Evidence of STEM faculty gender inequity and understanding of reasons for inequity</p> <ul style="list-style-type: none"> • May be focused on one or more or all STEM disciplines
<p>Organizational commitments and plan for sustainability</p> <ul style="list-style-type: none"> • Letters of collaboration from each partner organization's leadership required and others allowed 	<p>Organizational commitment and plan for sustainability</p> <ul style="list-style-type: none"> • Letters of collaboration allowed
<p>Projects designed to broaden the adaptation of strategies to address gender inequity in STEM academics</p> <ul style="list-style-type: none"> • Must have national or regional impact 	<p>Can adapt effective strategies developed by others to address inequity(ies) identified in the evidence</p>
<p>Last year of project must focus on sustainability, scale-up, evaluation, and communication</p>	<p>Communication strategy required</p>
<p>Internal and/or external impact evaluation required</p>	<p>Internal and/or external impact evaluation required</p>
<p>Must have two or more strategic partners involved in the project (can include academic and non-academic partners)</p>	<p>Partners not required but allowed as sub-awardees or collaborative proposal partners</p>
<p>Management plan required</p> <ul style="list-style-type: none"> • Internal steering and external advisory committees are optional 	<p>Management plan required</p> <ul style="list-style-type: none"> • Internal steering committee required • External advisory committee optional

Other ADVANCE Opportunities NSF 16-594

ADVANCE Resource and Coordination Network (ARC)

- National network to advance gender equity in STEM academics
- Anticipate one award for ~\$1M per year for five years
- Advised to talk to program office before submission
- *Target date March 15, 2017*

ADVANCE Longitudinal Evaluation (ALE)

- Study and document indicators of organizational change at past ADVANCE IT institutions
- Partnership with three or more past IT grantees that ended more than 5 yrs ago
- Advised to talk to program office before submission
- *Submit as unsolicited proposal no due date*

EAGER, RAPID and Workshops

- Review the NSF Grant Proposal Guide for details on submission (<http://www.nsf.gov>)
- Advised to talk to program office before submission
- *Submit as unsolicited proposal no due date*

ADVANCE Focus on Intersectionality*

- ADVANCE recognizes that barriers to gender equity may not be identical for all groups of women faculty in STEM
- Therefore, all ADVANCE proposals are expected to offer strategies to promote gender equity for all faculty

Intersectionality is a concept in social sciences that recognizes that gender does not exist in isolation from other characteristics such as race/ethnicity, disability status, sexual orientation, foreign-born and foreign-trained status, faculty appointment type, etc.

*Note the only additional review criterion in this solicitation is focused on this expectation

Institutional Transformation proposals



- **Preliminary proposal due - April 12, 2017**
 - Required – must submit preliminary proposal in order to be invited to submit a full proposal after panel review
 - Content: 8 page description and letters of commitment as supplementary documents
 - Looking for *innovation* in project strategies and research
 - If not invited, the **Adaptation** track may be appropriate

- **Full proposal due – January 17, 2018** (if invited after preliminary)
 - NSF anticipates making approximately five **IT** awards
 - Proposal must be from one non-profit academic institution
 - State systems or multi-campus institutions are OK
 - Institutions that have had an **ADVANCE IT** award in the past cannot apply

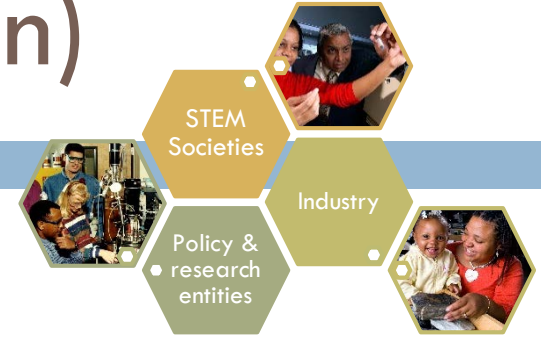
Adaptation proposals



- **Letter of Intent – August 9, 2017**
 - Required – must submit in order to submit a full proposal
 - Project synopsis – a short description of proposed project
 - Other text box – provide info on partner organizations proposed involvement
 - Used to recruit appropriate reviewers - only contacted if there are questions
 - Only one per institution or organization (can also be in **Partnership** proposals but not an **IT**)

- **Full proposal due – September 13, 2017**
 - NSF anticipates making approximately six **Adaptation** awards
 - Proposal must be from either one non-profit academic institution or a non-profit organization
 - State systems or multi-campus institutions are OK
 - Institutions that have had an **ADVANCE IT** award in the past cannot apply

Partnership proposals (next competition)



□ Letter of Intent – December 13, 2018

- Required – must submit in order to submit a full proposal
- Project synopsis – a short description of proposed project
- Other text box – provide info on partner organizations proposed involvement
- Used to recruit appropriate reviewers - only contacted if there are questions
- An organization can be a partner in more than one proposal but can lead only one

□ Full proposal due – January 9, 2019

- NSF anticipates making approximately six **Partnership** awards
- **Partnership** proposals must include two or more partnering organizations
- Prior ADVANCE support is not necessary to participate
- Past or current ADVANCE grant recipients are eligible to participate

Does the *ADVANCE* program fit your project?

ADVANCE Projects must focus on:

- **Gender equity**
 - It is not a broadening participation program
- **STEM academics**
 - It is not a pathway or pipeline program
- **Organizational and systemic change strategies**
 - Not direct support to individuals in STEM academics or education
- **STEM disciplines supported by NSF**
 - Not clinical science faculty or allied health



Review the program solicitation and NSF Grant Proposal Guide for official information on proposal preparation, eligibility, etc.

NSF Merit Review Criteria and Peer Review

Both criteria must be addressed in the project summary and the proposal description

- ❑ **Intellectual Merit:** The Intellectual Merit criterion encompasses the potential to advance knowledge; and
- ❑ **Broader Impacts:** The Broader Impacts criterion encompasses the potential to benefit society and contribute to the achievement of specific, desired societal outcomes.
- ❑ **ADVANCE peer review panels** include social and behavioral scientists, other scientists and engineers, gender equity experts, higher education and organizational administrators, and evaluation experts

ADVANCE Additional Solicitation Specific Review Criterion

Because the experiences of women in STEM academic careers may be influenced by many characteristics in addition to gender, all ADVANCE proposals are expected to take this into account in proposal design, research, evaluation, and data. Reviewers are asked to comment on how well the proposal addresses the intersection of gender with other characteristics such as: race, ethnicity, disability status, foreign-born and foreign-trained status, sexual orientation, and faculty appointment type in both the intellectual merit and broader impacts of the proposal.

Resources

Individual ADVANCE project websites, for example:

- University of Michigan <http://advance.umich.edu/>
- WISELI <http://wiseli.engr.wisc.edu/>
- Hunter College <http://www.hunter.cuny.edu/genderequity/>

Synthesis or collections of ADVANCE products and strategies:

- Strategies for Effecting Gender Equity and Institutional Change <http://www.colorado.edu/eer/research/strategic.html>
- ADVANCE Portal <http://www.portal.advance.vt.edu/>
- ADVANCE Implementation Mentors (AIM) Network <http://advanceaimnetwork.org/>

