ADVANCE Proposal Preparation Overview 2019-2020
Systemic & Organizational Change

ADVANCE focuses on “fixing” the systems and organizations that impact STEM academic careers.

Examples of potential organizational and systemic issues:

- 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 issues may exist even if proportional representation is achieved.

Pay gaps are an example of a potential gender equity issue in academics (and it may persist even with full participation of women):

AAUP Faculty salary survey data U.S. doctoral institutions 2014-2015
Intersectional Approach

- 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 social identity, such as gender, do not exist in isolation from the social context or other social identities such as race/ethnicity, disability status, sexual orientation, etc. The significance or salience of a social identity and the social context may potentially change over time.

*Note the only additional review criterion in the ADVANCE solicitation is focused on this expectation*
### ADVANCE Grant Types for IHEs

#### Catalyst
- Institutional self-assessment, investigate and pilot potential organizational change strategies, and develop five-year STEM faculty equity plan
- Up to $300K over 2 years
- Single IHE that has not had IT or Adaptation before
- Scope includes all STEM disciplines at IHE

**Target date**
- June 3, 2019
- Proposals accepted before and after target date

#### Institutional Transformation (IT)
- Develop, implement, and study *innovative* organizational change strategies to foster gender equity; perform original research; and implement organizational change strategies
- Up to $3M over five years
- Single IHE that has not had IT before
- Scope includes all STEM disciplines at IHE

**Target dates**
- IT-Preliminary proposal October 1, 2019 (required)
- IT Full proposal March 2, 2020 only if invited after preliminary proposal
- Proposals accepted before and after target date

#### Adaptation
- Adapt proven organizational gender equity strategies to an IHE
- Up to $1M over three years
- Single IHE that has not had IT or Adaptation before
- Scope includes all STEM disciplines at IHE

**Due Dates:**
- Letter of Intent May 15, 2019 (required)
- Full Proposal May 22, 2019
- Next competition
  - Letter of Intent Nov. 1, 2019 (required)
  - Full Proposal January 15, 2020
ADVANCE Grant Types for Organizations

**Adaptation**
- Adapt proven organizational change strategies to address gender-based inequities for STEM faculty
- Up to $1M over three years
- Must have a national or regional impact and significant reach
- A single non-profit non-academic organization can submit an Adaptation proposal
- Focus can be one or more STEM disciplines

**Due Dates:**
- Letter of Intent May 15, 2019 (required)
- Full Proposal May 22, 2019

**Next competition**
- Letter of Intent November 1, 2019 (required)
- Full Proposal January 15, 2020

**Partnership**
- Diffuse and scale-up the adaptation and implementation of proven organizational change strategies to address gender-based inequities for STEM faculty
- Up to $1M over 3-5 years
- Must have a national or regional impact and significant reach
- Two or more partner organizations - can include IHE partners
- Focus can be one or more STEM disciplines

**Due Dates:**
- Letter of Intent May 15, 2019 (required)
- Full Proposal May 22, 2019

**Next competition**
- Letter of Intent November 1, 2019 (required)
- Full Proposal January 15, 2020
Volunteer to be an ADVANCE reviewer!
Send email to ADVANCE@nsf.gov with brief CV highlighting your diversity and equity experience and expertise.

Email questions to ADVANCE@nsf.gov