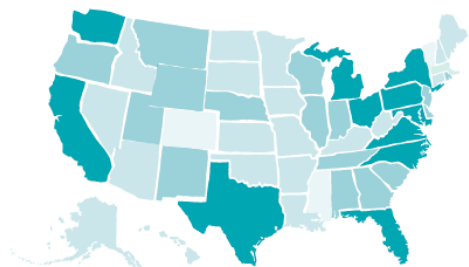




# ADVANCE



[ADVANCE@nsf.gov](mailto:ADVANCE@nsf.gov)



## 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:

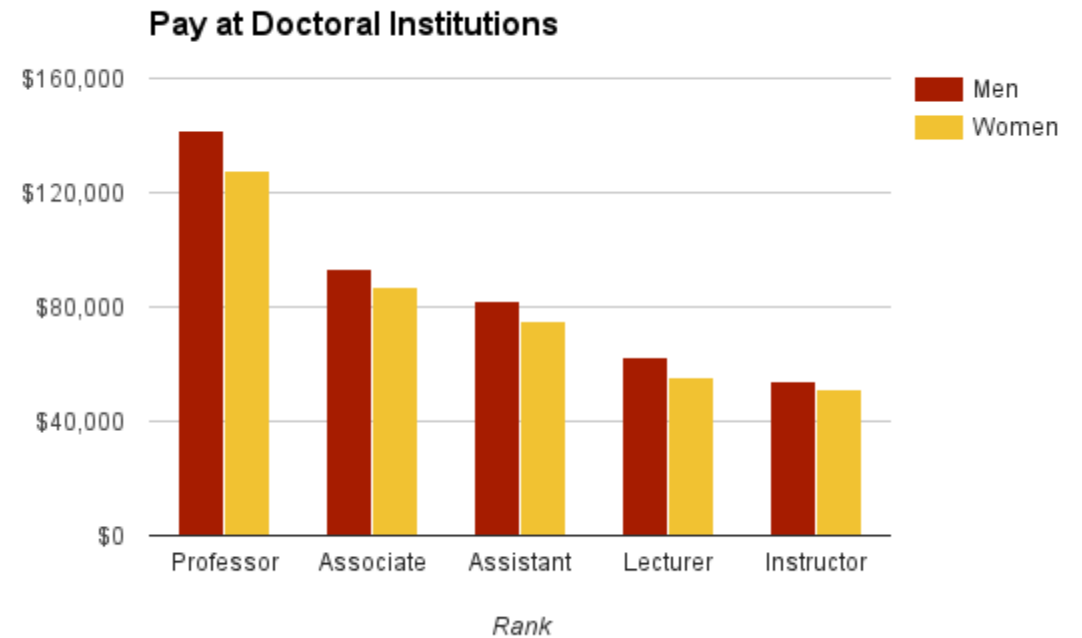
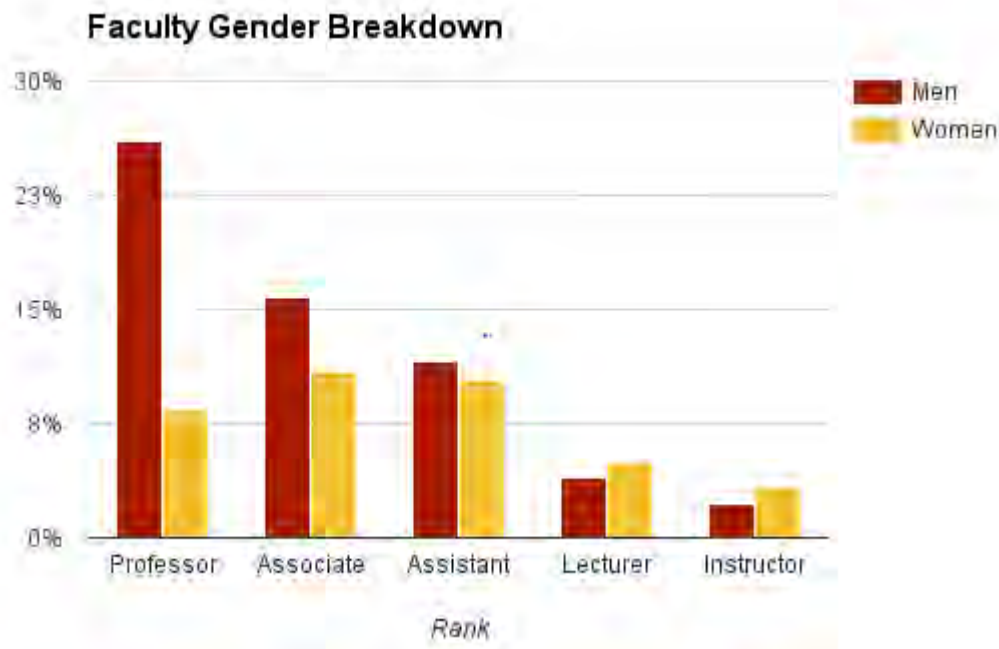
- Recruitment, retention, tenure, and promotion policies *and practices*
- Work-life balance and career flexibility policies and programs *and usage*
- Salaries, start-up packages, and access to resources
- Institutional service allocations and requirements (committees, mentoring, etc.)
- Culture and 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

- 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):



# 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

Thank you!

**Volunteer to be an  
ADVANCE reviewer!**

Send email to  
[ADVANCE@nsf.gov](mailto:ADVANCE@nsf.gov) with brief  
CV highlighting your diversity  
and equity experience and  
expertise.

Email questions to [ADVANCE@nsf.gov](mailto:ADVANCE@nsf.gov)

