

## **NSF ADVANCE Scholar – Call for Applications 2007-08**

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The National Science Foundation has awarded Cal Poly Pomona, a \$3.3 million grant to create a university-wide system of recruitment, retention, and development that will enable diverse faculty in science, technology, engineering and mathematics (STEM) disciplines, including women, to advance to leadership positions. The ADVANCE grant was planned by a task force comprised of faculty and administrators from science, engineering, psychology and sociology. The task force envisioned accomplishing the activities of the grant primarily through the work of individual faculty members appointed to ADVANCE Scholar positions. Currently Dr. Ruth Guthrie is the ADVANCE Scholar for Career Development and Dr. Winny Dong and Dr. Patricia Hale are jointly serving as the ADVANCE Scholar for Recruitment.

Applications are being sought for one additional Scholar positions to provide leadership and conduct activities in the following area: Assessment and Institutional Development. Further information on the Scholar position is listed below.

Cal Poly Pomona holds the distinction of being one of the first state universities to receive an ADVANCE grant. As an ADVANCE Scholar, you would have the opportunity to promote organizational change in the STEM disciplines and ultimately throughout campus. You will build alliances with other universities and develop methods and practices to share with the STEM community. Opportunities exist to build a line of research focusing on best practices for women and minority faculty in science and engineering disciplines at teaching universities and add a distinguishing accomplishment to your academic career.

All tenured and tenure-track faculty are invited to apply; strong preference will be given to faculty from STEM disciplines. Applications from temporary faculty members will be considered. Funding is available from the grant to provide support for each ADVANCE Scholar for up to 50% release time during the 2007-08 academic year. Reappointment for a second year is possible.

A complete application package will consist of the following:

- Cover Page (see attached)
- Brief proposal describing your interest in the ADVANCE Scholar position and specific development opportunities you hope to achieve as an ADVANCE Scholar.
- Curriculum Vita

The successful candidates will work with the PI, Dr. Barbara Hacker, to create a workplan and timeline for accomplishing the following activities.

### ADVANCE Scholar on Assessment and Institutional Development

The ADVANCE Scholar on Assessment and Institutional Development will work in collaboration with IRAP, the External Evaluator for the ADVANCE grant, the ADVANCE PI, the Project Coordinator, the ADVANCE Steering Committee, and other ADVANCE Scholars to accomplish the following:

- Develop needs assessment plan and formative assessments related to the project
- Work with other ADVANCE Scholars to review the literature of best recruitment, development, and retention practices of STEM faculty published in the last five years
- Develop a baseline and core assessment strategies for assessing the impact of the ADVANCE grant
- Develop a comprehensive plan for continued assessment for the second year of the grant in collaboration with key stakeholders

- Collaborate with external evaluator and IRAP (assessment associate) to organize and oversee beta-test of assessment activities and assessment database
- Present baseline and key assessment results to ADVANCE Grant Advisory Council and Advisory Committee to Provost and key stakeholders about CPP's status of best practices for faculty recruitment in STEM areas
- Ongoing reporting of activities to provide communications to the campus community and to provide information to the National Science Foundation

It is preferred that the ADVANCE Assessment Scholar have:

- Demonstrated interest in gender equity issues.
- Experience in conducting assessment activities and analysis of data.
- Experience working with organizations, departments and faculty.
- Potential or demonstrated ability to build networks.
- Demonstrated active participation in University activities.

*Applications should be submitted to Dr. Barbara Hacker, Associate Dean, College of Engineering, Bldg. 9, Room 231.*

**California State Polytechnic University, Pomona**  
**Application for ADVANCE Scholar Position**

**Applicant's Name** \_\_\_\_\_

**Department** \_\_\_\_\_

**I am interested in applying for the following ADVANCE Scholar Position:** \_\_\_\_\_

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

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To be completed and signed by the Department Chair:

As chair, I agree to arrange release time from teaching for the applicant to allow them to be an ADVANCE Scholar, if they are selected.

*Comments from Department Chair:*

\_\_\_\_\_  
Department Chair's Signature

\_\_\_\_\_  
Date

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To be completed and signed by the Dean:

I have read this application and am aware of the impact on the school/college/unit.

*Comments from Dean:*

\_\_\_\_\_  
Dean's Signature

\_\_\_\_\_  
Date

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*Please submit your application (this cover page, letter of interest, and cv) to Dr. Barbara Hacker, Associate Dean, College of Engineering, Bldg. 9, Room 231.*