

# What can you do to support ADVANCE PAID initiatives?

- Identify senior faculty and administrators to participate in recruitment practices and mentorship training workshops
- Become a mentor to junior women faculty
- Promote, support, and encourage ADVANCE-PAID activities
- Recognize the contributions of faculty and administrators to ADVANCE-PAID workshops

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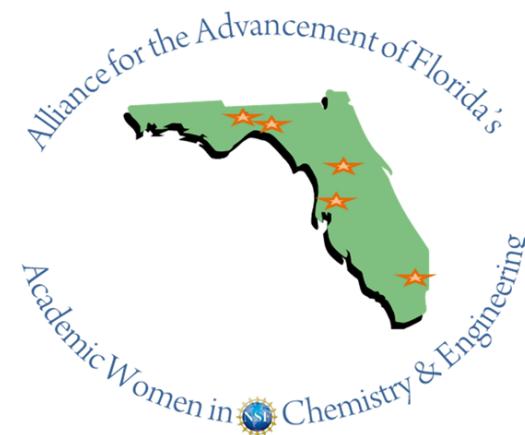
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# Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE)



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*Collaborators*

**Florida Agricultural and Mechanical University  
Florida International University  
Florida State University  
University of Florida**

## Introduction

The Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE) has been granted the NSF ADVANCE-PAID award to provide collaborating universities with the mechanisms necessary to support the advancement of women in the professoriate in chemistry and engineering.



AAFAWCE ADVANCE-PAID Team

*AAFAWCE is comprised of five Florida state universities:*

University of South Florida

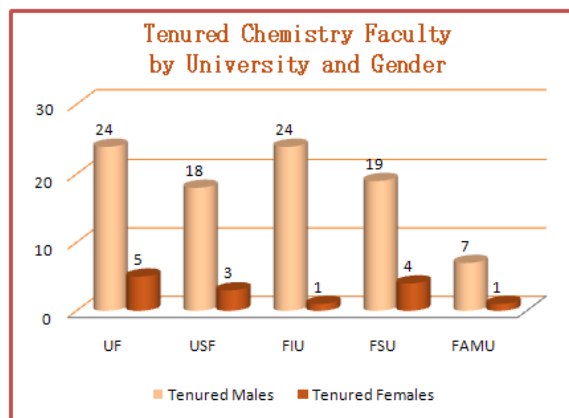
Florida State University

University of Florida

Florida Agricultural and Mechanical University

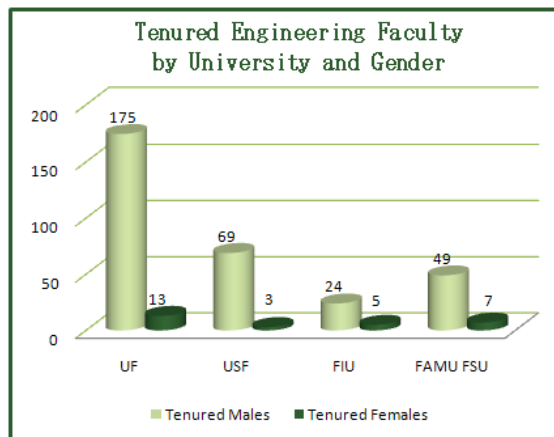
Florida International University

## Institutional Overview



These Florida state universities face similar problems:

- Inadequate recruitment of women candidates
- Over representation of women faculty in non-tenure track positions
- Failure to retain and advance women faculty in academic leadership positions



## Three Major Project Objectives:

### Objectives:

#### *Recruitment of Women Faculty:*

The Recruitment Practices Training targets the need for increased women faculty in chemistry and engineering. It strives to provide search committee chairs, Deans, and department chairs with the strategies and rationale necessary to broaden the pool of candidates to include women.

#### *Retention of Women Faculty through Mentoring and Advising:*

The Mentorship program provides mentoring and advising opportunities for women to enhance their success in gaining promotion and tenure. Goals include: training new women faculty to manage relationships with colleagues, helping them connect to supportive senior faculty, and helping them navigate bureaucratic processes effectively and efficiently.

#### *Promotion of Leadership Among Women Faculty:*

COACH workshops provide chemistry, engineering and other interested STEM women faculty members from each institution with the leadership and networking skills for career advancement.