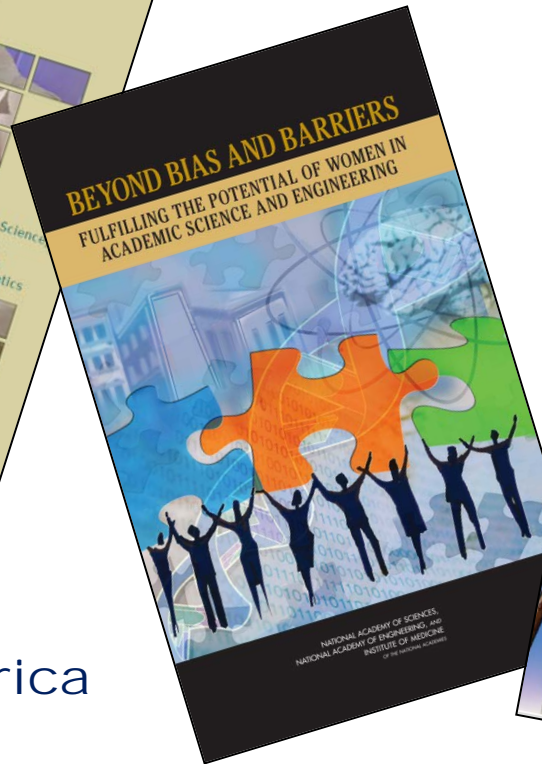


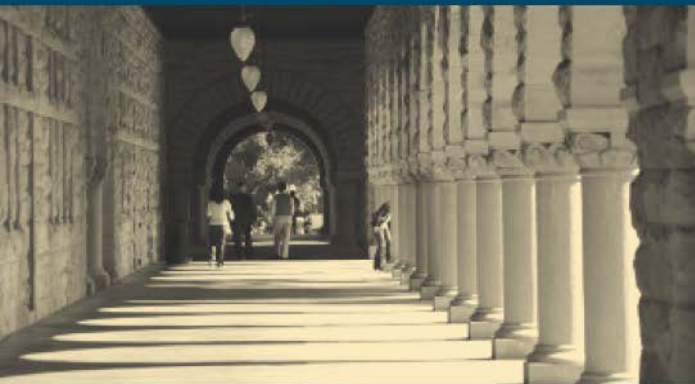
Changing Institutional Culture From the Outside In: Rewarding Public Scholarship & Cross-Sector Collaboration



Nancy Cantor
Syracuse University
Gender Summit—North America
Washington, D.C.
November 14, 2013

Institutional Transformation

ADVANCE



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

- Department chair training
- Climate assessment
- Career-life balance
- Mentoring workshops



SU ADVANCE

ADVANCE
university of michigan



ADVANCE Program
FOR EQUITY AND DIVERSITY

Expect Equity and Support Diversity.



NSF ADVANCE web site: www.nsf.gov/advance
ADVANCE web portal: www.advance-portal.net
Send inquiries to: advance@nsf.gov



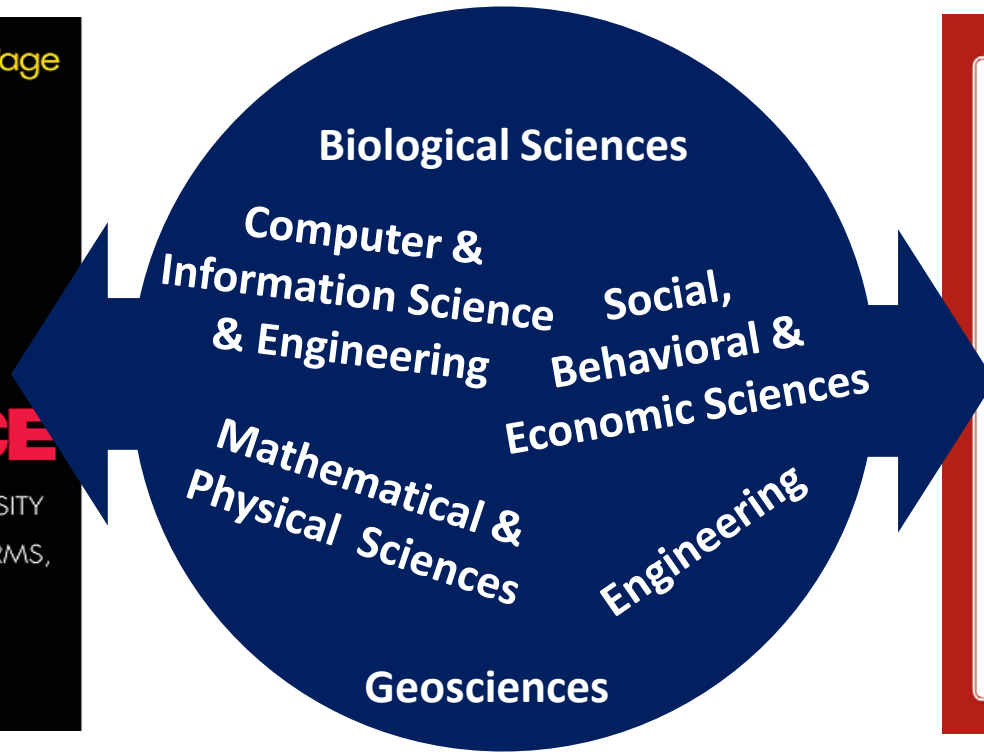
ADVANCE CENTER
TEXAS A&M UNIVERSITY

Outside-In Approach

Scott E. Page

THE DIFFERENCE

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES



Imagining
America

Scholarship in Public: Knowledge Creation and Tenure Policy in the Engaged University

A Resource on Promotion and Tenure in the Arts,
Humanities, and Design

Julie Ellison

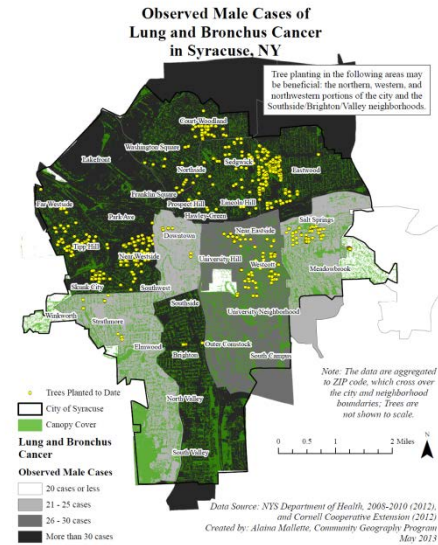
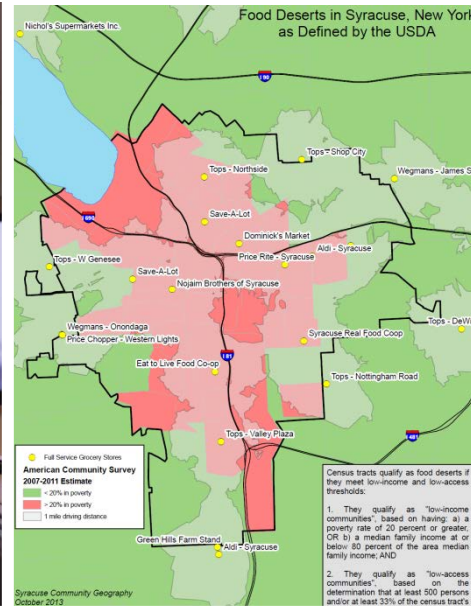
and

Timothy K. Eatman

Imagining America: Artists and Scholars in Public Life
Tenure Team Initiative on Public Scholarship

2008

Mapping the Challenges

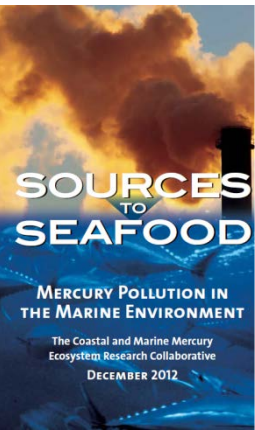


Community of Experts



**Lashun King
Thomas**
Former
SU ADVANCE
Faculty Fellow,
Now Asst. Prof.
Civil & Env.
Engineering

- 200+ companies & institutions
- Clean & renewable energy, indoor environmental quality, water resources
- Research, demonstration, commercialization, workforce development



SU ADVANCE



Countering solo status



Developing cross-sector connections



Jedidah Isler
Faculty Fellow, Physics

NOT checking identity at the door

ISAN 6

6th International
Sidewalk Astronomy Night
April 20, 2013

WWW.SIDEWALKASTRONOMERS.US

Filling the pipeline

theitgirls

Redesign Outside-In

Career Development

Professional development to learn how to engage industry

Flexible faculty tracks

Grad education on the front lines

Support transition to junior faculty status, including engaged scholarship

Reward Public & Collaborative Scholarship

Assessment in promotion and tenure

Structure incentives for interdisciplinary & engaged work

Less obsession with sponsored activity hitting institution's bottom line

Mix scientific & public policy publications

Institutional Buy-In

Value the work as central to institution's mission

Create administrative structure to support that centrality

Promote departmental culture of self-assessment

The Architecture of Inclusion...Literally

