



## NSF-ADVANCE INSTITUTIONAL TRANSFORMATION AT CASE WESTERN RESERVE UNIVERSITY

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**Program Officer:** Alice Hogan (ahogan@nsf.gov)  
**Funding Level:** \$1,399,947 to date  
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Case Western Reserve University

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The goal of the ACES project is to contribute to the development of a national science and engineering academic workforce that includes the full participation of women at all levels of faculty and academic leadership, particularly at the senior academic rank through the transformation of institutional practices, policies, climate, and culture.

**Participation** ACES encompasses all departments in fields of research supported by NSF. There are 31 participating departments in four schools: College of Arts & Sciences, School of Engineering, School of Medicine, and Weatherhead School of Management.

**Initiatives**  
At the highest levels

At the departmental level

Campus-wide

**Year 1 Results**

- Fundraising for 5 endowed chairs to attract senior women scientists and engineers
  - Annual evaluation of deans' progress toward transformational change.
  - Executive coaching for deans of schools/colleges
  - Executive coaching for departmental chairs
  - Coaching, mentoring, and networking for women faculty
  - Educational support and faculty development
  - Faculty search committee supports
  - Opportunity grants for women faculty
  - Distinguished lectureships to bring in senior women in the disciplines
  - Student awareness training
  - Minority pipeline initiatives
  - Partner hiring policy and partner network supports
  - Faculty search committee guidelines and toolkits
  - Center for Women activities
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- Sponsored 8 ADVANCE Distinguished Lectureships in Year 1 and 6 in Year 2.
  - Provided coaching to 4 test departments in Year 1 (14 women faculty, 3 chairs, and 2 deans). In Year 2, coaching is being provided to 10 departments (28 women faculty, 1 minority male faculty, 10 department chairs, 2 associate chairs, 2 deans, 2 associate deans, 1 deputy provost and 1 vice provost).
  - Created a mentoring program for women faculty (14 participants in Year 1).
  - Awarded \$87,583 to 9 women faculty in Year 1 for projects where funding is difficult to obtain through other sources. \$95,125 is being awarded to 7 women faculty in Year 2.
  - Developed and implemented new search committee guidelines incorporating best practices to create a more diverse applicant pool. Provided support to departments involved in faculty searches.

- Funded 7 minority women students for the Summer Undergraduate Research Program to spend 10 weeks at Case conducting research in their area of interest in the lab of a faculty mentor.
- Sponsored two faculty workshops through the Center for Women on career development topics.
- Held monthly networking luncheons for women faculty.
- Conducted a leadership retreat for university leadership and all S&E deans and chairs with a focus on the recruitment, advancement, and retention of women faculty.
- Conducted training workshops by the Center for Women for first year S&E graduate and undergraduate students on gender schemas.
- Developed a new faculty exit interview for outgoing faculty.

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**National Program** Funding mechanism within NSF: “Tax” is paid from each of the directorates  
Nine institutions of 76 applicants awarded grants in “first round” (2001):  
Georgia Institute of Technology Hunter University of Michigan  
College, City University of New York University of Puerto Rico, Humacao  
New Mexico State University University of Washington  
University of California, Irvine University of Wisconsin, Madison  
University of Colorado, Boulder

Ten institutions of 72 applicants awarded grants in “second round” (2003):  
Case Western Reserve University University of Montana  
Columbia University University of Rhode Island  
Kansas State University University of Texas at El Paso  
University of Alabama, Birmingham Utah State University  
University of Maryland, Baltimore County Virginia Polytechnic Institute



*Promoting a campus-wide culture of equality, participation, openness and accountability.*