



CASE

CASE WESTERN RESERVE UNIVERSITY

# Resources and Supports

- Opportunity Grants
- Distinguished Lectureships
- Departmental Initiative Grants
- Search Committee Training

# Opportunity Grants

Objective: Provide support for women faculty for current or proposed projects and activities where funding is difficult to obtain through other sources.

Available to tenure and non-tenure track women faculty in ACES departments

Years 1–3 \$368,123 Awarded

- 35 Women faculty from 4 Schools
- 21 Departments
  - 2 School of Medicine
  - 10 College of Arts & Sciences
  - 4 Case School of Engineering
  - 3 Weatherhead School of Management

# Opportunity Grants Awarded Years 1 - 3

Applications reviewed by internal advisory board members

Funding Type	CAS	CSE	SOM	WSOM
Seed money	6	3	4	1
Bridge funding	3	1	3	
Travel to meeting	6		2	3
Childcare	1	1	1	
Write book	1		1	

# Opportunity Grants - Feedback

In the words of women faculty ...

"The ACES funding was critical as a 'bridge fund', as it allowed me to support a graduate student whom I had trained to do my kind of research until I received my first grant. I have eventually received a career award..."

"The ACES Opportunity grant had the highest impact so far in my career in that ... [it] has allowed me to pay a post-doc half a salary, so I could keep the work in the lab going and spend time with my newborn without having to take a break professionally."

# Distinguished Lectureships

## Objectives:

- Increased visibility of senior women scientists and engineers at Case
- Role models for Case female and male faculty
- Networking and collaboration with Case female and male faculty
- Years 1–3 20 ADVANCE Distinguished Lecturers
  - 16 Departments
    - 7 CAS
    - 7 CSE
    - 3 SOM
    - 3 WSOM



# Distinguished Lecture Feedback

A quote from a faculty sponsor

“...I would like to express our gratitude for the opportunity to bring Dr. Julie D. Morris to campus as a Distinguished Lecturer...[it] was a rousing success...[and] highly beneficial...Dr. Morris' generated high-level scientific discussions with and among the faculty and students... I believe that the Distinguished Lecturer program has greatly stimulated the scholarly environment”

Steven A. Hauck, II, Asst. Professor, Geological Sciences

# Departmental Initiative Grants

## Objectives:

- Improve department climate/Positive department change
- Greater inclusion of women and minority faculty
- Enhanced collegiality
- Initiated in Year 3 - First recipient, Physiology & Biophysics seminar series for women grad students

"The women [grad] students were enthusiastic about this program and are currently setting up a schedule for 2006-2007... the students took the initiative to structure their meetings so each member of the group...presents her research [like] a 10-minute presentation at a conference. The audience then had the opportunity to ask questions about the presentation and provide constructive criticism about the presentation and the presenter's style. The students have found this format extremely beneficial."

# Faculty Search Committee Supports

- Development of Training Tools
  - researched best practices
  - interviewed 31 chairs for priorities and build relationships
  - Priorities identified: training, new guidelines, web site, PDF writable forms, dean accountable for diversity of candidate pool
- Implementation of Training
  - interviews about practices/success and challenges of this search
  - tailor training to department/discipline and time constraints
  - Meetings with 22 departments, 10 trainings, 2 in-depth
    - Guidelines & Recruitment
    - Evaluating the Candidate – Best Practices
    - Interviewing & The Campus Visit (new video interview tips)
- Study of candidate pool diversity

# Faculty Search Committee Supports

- **Campus visits**
  - available for candidate meetings about sensitive issues (day care/nanny referral, domestic partner benefits, partner hiring)
  - arrange meetings with women/minorities outside department
  - Information packets with relocation/real estate, arts/culture, and public/private schools
- **Non-Academic Partner Hiring Assistance**
  - Assist non-academic partners with job networking
  - In Development: Cooperative alliance with Hospitals and local colleges/universities for dual faculty hires
- **Climate**
  - Campus network of volunteers to serve on search committees; welcome network for new faculty women