

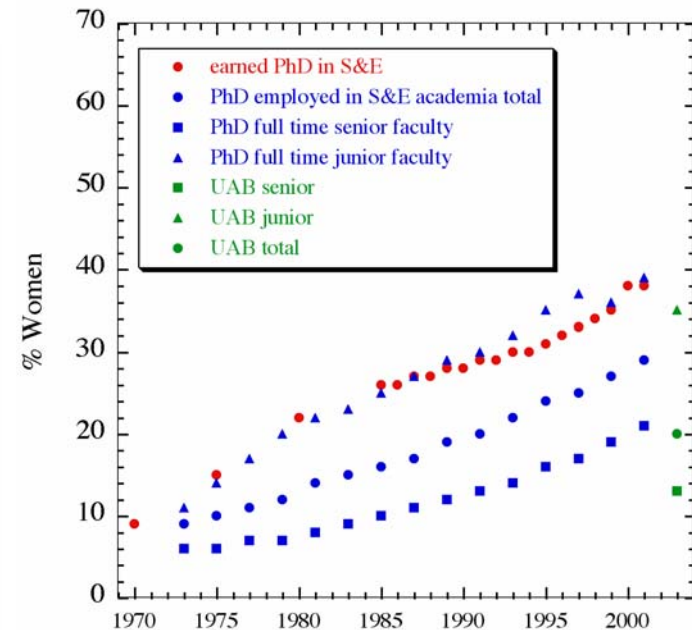
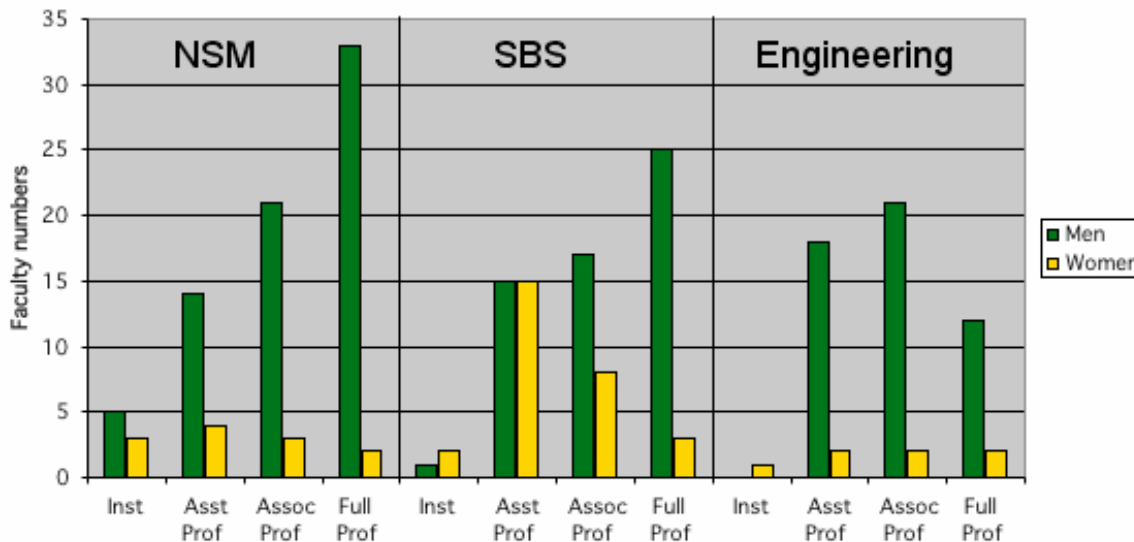
UAB ADVANCE

Institutional Transformation Award



- The **UAB Office for the Advancement of Women in Science and Engineering (OAWSE)** was created in the Fall 2003 to serve as a resource for women faculty on campus and to run the UAB ADVANCE program.
- Our programs are for faculty in the **Schools of Natural Sciences and Mathematics (NSM), Social and Behavioral Sciences (SBS), and Engineering.**

2003 UAB Faculty by School, Rank and Gender



UAB ADVANCE

Campus and School Visibility



- *Office* for the Advancement of Women in Science and Engineering
 - *Office of the Provost*
- UAB ADVANCE *Academic Climate Survey*
- UAB *Spouse/Partner* Relocation Program
- AAAS Panel *External Evaluation* Site Visit
- UAB ADVANCE *Symposium*
- UAB *Commission* on the Status of Women
 - *Campus-wide; students, staff and faculty*
 - *Office of Equity and Diversity; UAB ADVANCE representation*
- UAB ADVANCE *Faculty Award* Program
 - *2004 Awards given to 12 women faculty in three schools at all ranks*
 - *Awardees are members of UAB ADVANCE Advisory Board*
- NSF *Data* Indicator collection
- *Policy* review - FMLA, tenure clock extension

UAB ADVANCE

School of Engineering



- 2004 UAB ADVANCE Awards
 - *Professional Development Award*
 - *Junior Faculty Research Award*
 - Intended to help increase number of senior women in the school
 - Recommendations
 - *Recruitment support*
 - UAB ADVANCE *Supplemental Start-up* Funds - in place
 - *OAWSE packet* for women faculty - in development
 - *UAB ADVANCE Advisory Board agenda*
 - Funds for visiting scholars, professional development, research, networking - in place
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- *Through the work of UAB ADVANCE, UAB is becoming a campus with increased sensitivity to equity issues, and is therefore more likely to attract women recruits and more likely to retain women faculty.*