Programs and Lessons Learned Through ADVANCE

National Postdoctoral Association National Conference
March 26, 2011
Washington, DC

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Rice University ADVANCE IT
Postdoctoral and PhD Student Workshop

- 2.5 days at Rice, each Fall since 2006
- Goals
  - Encourage women to seek Research 1, tenure track positions
  - ** Recruit women to Rice tenure track positions (mine)
- Agenda
  - 4 keynote speakers
  - 9 faculty led panel discussions
  - department chair mock interviews by chairs & other faculty
  - practice talk feedback
  - social events
- Participants
  - 321 attendees in 5 years
  - 22% ethnic minority
  - From all over US
  - 168/223 faculty involved over 5 years
- Costs
  - Paid from NSF ADVANCE budget
  - $60,000 annually
NIFP Participation

• 3971 applications over 5 years
  – 14% ethnic minority
• 321 have participated in the workshop
  – 22% ethnic minority
  – 97% female
• First 3 years (2006-08)
  – 52% in faculty positions
  – 42% continue studies
  – 7% other (industry, medical school, natl. lab)
Value to Participants

Interested in Pursuing Faculty Position at Research 1 Institution: % Interested, Very Interested or Extremely Interested

Year | Pre-Wksp | Post-Wksp
--- | --- | ---
2006 | 65% | 84%
2007 | 68% | 77%
2008 | 82% | 92%
2009 | 80% | 87%
2010 | 70% | 78%
Value to Participants

Confident that a Faculty Position is a Good Match for Your Career Interest: % Confident, Very Confident, or Extremely

- 2006: 67% Pre-Wkshp, 90% Post-Wkshp
- 2007: 59% Pre-Wkshp, 86% Post-Wkshp
- 2008: 66% Pre-Wkshp, 90% Post-Wkshp
- 2009: 64% Pre-Wkshp, 86% Post-Wkshp
- 2010: 61% Pre-Wkshp, 71% Post-Wkshp

Legend: Pre-Wkshp, Post-Wkshp
Value to the Host Institution

Interested in Pursuing a Faculty Position at Rice University: % Interested, Very Interested or Extremely

- 2006: 20% Pre-Wkshp, 63% Post-Wkshp
- 2007: 33% Pre-Wkshp, 73% Post-Wkshp
- 2008: 39% Pre-Wkshp, 81% Post-Wkshp
- 2009: 33% Pre-Wkshp, 78% Post-Wkshp
- 2010: 38% Pre-Wkshp, 69% Post-Wkshp
Institutionalization

- Added Psychology in 2008
- Ask department chairs to pay for additional participants in 2008
- Faculty committee formed to make recommendations for institutionalization 2009
- 2010 experiment with different models
  - Added ethnic minority men
  - Did not pay travel
  - Department chairs have more voice in 2010
- Faculty buy in to review applicants
  - KEY = Involving departmental faculty search committee members (1 per department)
  - Search Committee Members review all applicants
  - Benefits/Outcomes
    - Raises awareness of how many women are available
    - Some participants were invited to give a departmental technical seminar
    - Department faculty stayed in touch for future faculty searches
NIFP Budget

- **Budget**
  - Non-Rice participants average $1000 each
  - Rice/Houston participants average $100 each
  - Keynote speakers (honorarium and travel) $2000 each
  - Mailings to advertise about $2000
  - Total budget for approximately 65 is $60K
National Database

- National Database of Female Postdocs and PhD Students
  - Over 1,400 URM
    - 18% ethnic minority
    - 97% women
  - CV, contact information, brief research statement
  - Database use over past 5 years:
    - 2361 logins
    - 66% are members of search committees
    - 72% are faculty members
    - [http://www.advance.rice.edu/nifpdb.aspx](http://www.advance.rice.edu/nifpdb.aspx)
      - Username: facultysearch
      - Password: database10
Postdoctoral Lunch Series

• Focus on Academic Careers
  – Twice a month
  – Serve lunch
  – 1 hour
  – Average 27 postdocs/lunch (14 discussions) out of 173 total postdocs (2009-10)
  – Boxed lunch for $10/person
  – Partner with OGPS
Other Workshops

- **Northeastern University**
  - [http://www.northeastern.edu/advance/ffw/upcoming_conferences/](http://www.northeastern.edu/advance/ffw/upcoming_conferences/)
  - Partner with NSF IGERT

- **Case Western Reserve**
  - [http://www.utoledo.edu/pharmacy/research/forward/](http://www.utoledo.edu/pharmacy/research/forward/)
  - Forward to the Professoriate

- **Rice University**
  - [http://advance.rice.edu/NIFP.aspx?id=72&linkidentifier=id&itemid=72](http://advance.rice.edu/NIFP.aspx?id=72&linkidentifier=id&itemid=72)
  - Negotiating the Ideal Faculty Position (NIFP) workshop

- **Rice National Database**
  - [http://advance.rice.edu/nifpdb.aspx](http://advance.rice.edu/nifpdb.aspx)

- **University of Maryland-Baltimore County**
  - [http://www.umbc.edu/advance/faculty_horizons_workshop_2008.htm](http://www.umbc.edu/advance/faculty_horizons_workshop_2008.htm)