

## Northeastern ADVANCE: Institutional Transformation

Northeastern University is a National Science Foundation funded ADVANCE Institutional Transformation site. The Northeastern theme is to advance women in interdisciplinary and international networks. This five-year institutional program is closely aligned with the University's move toward interdisciplinary scholarship and increased global engagement. Northeastern's distinctive theme is the advancement of women through international networks.

### Why Global Engagement?

National reputation in the sciences depends increasingly on international visibility. Northeastern ADVANCE seeks to create international networks that will strengthen women's research programs and academic visibility.

*"This grant is an important part of Northeastern University's unwavering commitment to the growth and success of women in academia."*



**Provost Stephen W. Director**



# Northeastern

Northeastern University ADVANCE  
411 Richards Hall  
360 Huntington Avenue  
Boston, MA 02115

Phone: 617-373-3518  
Fax: 617-373-7696  
E-mail: [NUAdvance@neu.edu](mailto:NUAdvance@neu.edu)

[www.northeastern.edu/advance](http://www.northeastern.edu/advance)



Northeastern University ADVANCE  
is sponsored by NSF Grant # 0811170



# ADVANCE

at Northeastern



## Advancing Women in International and Interdisciplinary Networks

A comprehensive and systemic approach to increase the participation and advancement of women in academic science and engineering careers

# Northeastern *ADVANCE* Initiatives

## Leadership Engagement

Northeastern University leadership is committed to the ADVANCE initiatives and goals. By working with university leadership, ADVANCE will increase awareness about best practices for faculty recruitment and development to promote a climate that encourages success for faculty, in particular women, and to prepare rising leaders for future administrative or research leadership positions.

## STRIDE

STRIDE stands for **S**trategies and **T**actics for **R**ecruiting to **I**mprove **D**iversity and **E**xcellence.

The STRIDE Committee is composed of highly respected senior faculty, who will be leading workshops for faculty search committees on innovative strategies for improving hiring practices. STRIDE provides information about best practices that will maximize the likelihood that diverse, well qualified candidates for faculty positions will be identified, recruited, retained, and promoted at Northeastern University.



## Retention and Advancement

Retention and advancement of women faculty in our participating departments will be encouraged through a number of programs designed to provide mentorship, to grow and develop networks, to increase collaborative opportunities, and to ensure that Northeastern faculty have the information needed to make the best career decisions.

External Career Mentoring Teams have been developed by ADVANCE to strengthen national and international professional networks for women. ADVANCE provides invitations, nominations, and recommendations for mentors



from outside Northeastern to support women develop professional networks with colleagues outside the institution.

Networking events represent one of Northeastern ADVANCE's internal mentoring programs. The networking events include a series of workshops and conferences with panels of women senior faculty discussing such issues as:

- balancing work/life
- navigating the tenure track
- building international networks

## Recruitment

Both ADVANCE and the STRIDE Committee will work to increase the recruitment of women in academic positions in the natural and social sciences, engineering and mathematics with particular focus on diversifying the faculty. To support the broader community of women scholars, ADVANCE is hosting Interdisciplinary Networking Workshops to help prospective faculty prepare for their future careers.

## Interdisciplinary Networking Workshops

In collaboration with existing interdisciplinary centers and their regional conferences ADVANCE coordinates a series of preconference Interdisciplinary Networking Workshops. These workshops help prepare outstanding graduate students and postdoctoral researchers for future faculty positions by providing guidance in the areas of job application, interviewing, and transitioning into the world of academia.

