The ADVANCE at WSU program announces a small grants competition aimed at generating publishable research on factors affecting the recruitment, retention, and advancement of women in STEM disciplines. The overarching vision of ADVANCE at WSU is to develop an inclusive research institution whose faculty are supported by a system that promotes career-long excellence for women and men. We recognize that to achieve this vision, we must address issues associated with career pipeline “leaks” (i.e., places where women are lost from the academy.) We pay special attention to career transitions and those points in the career pipeline where we face obstacles to recruiting, hiring, retaining, and advancing a diverse faculty.

The program goals are to: (1) increase representation of women in STEM disciplines at WSU by providing institutional support through programs, policies, procedures and climate change at critical points in the academic pipeline (e.g., recruitment, pre-tenure, and post-tenure advancement and leadership); (2) develop and disseminate innovative strategies that can be applied in similar institutions – research-intensive, rural, land grant universities – as well as other institutions, in general; and (3) put in place an infrastructure that gives these efforts highest institutional support and visibility and allows for transformation to continue past the lifetime of this grant.

Modifications to 2012-13 Funding Guidelines: ADVANCE at WSU has identified some funding priorities for 2012-13. First, we are particularly interested in projects that do not require the collection of survey data. In-depth interviews, case studies, analyses of secondary or existing data, or other alternatives to survey methods are preferred. Second, although proposals that inform any of the program’s four key initiatives will be considered, we are especially interested in proposals that examine issues affecting faculty at the associate professor ranks.

The program’s four key initiatives include:

(a) Preparing and Recruiting a Diverse Faculty, to encourage gender diversity in science, math, and engineering faculties;

(b) Work/Life and Dual Careers, to facilitate greater integration of tenure-track faculty careers with men’s and women’s family and personal lives;

(c) Leadership and Advancement, to identify and overcome barriers to retention and advancement, especially post-tenure; and
(d) Institutionalizing Transformation, to assess institutional progress and disseminate best practices across the University and to the broader academic community.

The research must have WSU tenure-line faculty and/or the policies, practices, and structures that affect them as its primary foci. Further, research must include Science, Technology, Engineering and/or Mathematics (STEM) disciplines but need not exclusively focus on STEM disciplines.

**Eligibility:** Applications are invited from all WSU faculty.

**Restrictions:** Although all WSU faculty are encouraged to submit a proposal, a social science faculty member must be included as a member of the research team.

**Funding:** Proposals requesting up to $10,000 will be considered, though higher amounts may be awarded for especially meritorious proposals that require greater funding in order to accomplish their objectives. Funds may be used for research materials, research assistance, and salaries, and must be expended no later than one year from the start date.

**Required Deliverables:** Successful applicants will become ADVANCE Research Fellows and are expected to participate in occasional ADVANCE activities. Researchers are required to disseminate their findings by publishing them in peer-reviewed, scholarly outlets. (Additional funding may be requested at the end of the grant period to assist with costs associated with publication.) Reports and presentations to the WSU community and/or the development of recommendations and action plans based on the research are also encouraged.

**Deadline:** The deadline for Spring 2013 submissions is March 29. Awards will be announced no later than 30 days after the review cycle has ended.

**Proposal Format:** In order to be considered, applicants must submit a completed application, which includes the following information:

- **Cover Sheet**
- **Proposal:** A detailed description and justification of the project, with special attention to the evaluation criteria listed below. The description should not exceed six pages (double-spaced, 12-point font) and should include:
  1) the disciplinary and conceptual framework for the study;
  2) a discussion of the literature informing the research, including any previous studies conducted at WSU, and testable hypotheses (when appropriate);
  3) the data and methods to be used in the research;
  4) the expected findings, including how the research is likely to inform WSU policies and practices and the ADVANCE program’s goal of increasing the percentage of tenured and tenure-track women in STEM fields;
  5) a time-line for completion; and
6) a plan for disseminating the results, including plans for submission to peer-reviewed, scholarly publications.

- Budget
- Other: Investigator(s) one-page c.v., showing relevant publications or qualifications to carry out the research.

Questions and Proposal Submission:

Amy S. Wharton, Ph.D.
Director, College of Arts and Sciences
Professor of Sociology
WSU Vancouver
wharton@vancouver.wsu.edu
(360) 546-9617

Review Process and Criteria:
The ADVANCE administrative staff will review applications and make the award decisions. In evaluating the proposals, consideration will be given to:

- The potential of the proposed research to inform one of the four key ADVANCE initiatives and the ADVANCE program’s goal of increasing the percentage of tenured and tenure-track women in STEM fields, taking into consideration the above modifications to the 2012-13 funding guidelines.
- The intellectual merits of the research.
- The feasibility of completing the research within the timeframe proposed.
- The dissemination plan, including plans for peer-reviewed publications.
- The investigator(s)’ qualifications for conducting the research.
Coversheet

Applicant Name: _____________________________________________________

Position/Title: _______________________________________________________

Department name: ____________________________ Zip: ____________

Email: ________________________________ Phone: ____________________

Funding/Support Requested:
☐ Transitions Grant
☐ External Mentor Grant
☐ Hiring Augmentation Assistance
☐ PRO-NET Program
☐ Dual Partnership Accommodation
☐ Social Science Research Grant
☐ Department Development Grant

Check List:
☐ Coversheet/Signature page
☐ Proposal (see page limitations in RFP)
☐ Completed Budget template

Proposal Title (if applicable): ______________________________________________

Project Start Date:_____________ Project End Date:_____________

PI Signature/date:_____________________________________________________

Amount Requested:_____________ Name of Fiscal Agent:____________________

Department Chair Signature/date:_____________________________________

Dean Signature/date:_______________________________________________

Received by (ADVANCE representative)/date:______________________________
Applicant Name: ________________________________________________________  
Proposal Title: __________________________________________________________

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*Funding limitations: Reimbursable up to the allowable government rate. Also note that any anticipated food or refreshment costs outside of travel per diem (i.e. receptions, meals) need to be vetted in advance of your proposal submission due to NSF restrictions. Please email advance@wsu.edu with any questions. Thank you.*