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**LINKS**

- **NSF ADVANCE**
  - www.nsf.gov/crssprgm/advance

- **ADVANCE Portal**
  - www.portal.advance.vt.edu

- **Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering. A report from the National Academies**
  - http://advance.uci.edu/pages/BeyondBias.html

Air Force Institute of Technology • Central State University • University of Dayton • Wright State University

www.wright.edu/leader
The goal of the NSF ADVANCE program is to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce.

The LEADER Consortium is a partnership of four institutions of higher learning in the Dayton, Ohio, region: Air Force Institute of Technology, Central State University, University of Dayton, and Wright State University. The goal of the LEADER Consortium is to increase the recruitment, retention, participation, and advancement of STEM women at our partner institutions.

Within the LEADER Consortium, there are approximately 40 STEM departments. In 2010, there were 554 STEM faculty, of whom 14 percent were women.

Modeled after other successful ADVANCE programs, the LEADER Consortium has six equity advisors: one each for the Air Force Institute of Technology and Central State University, and two each for the University of Dayton and Wright State University.

All equity advisors attend monthly training sessions, as well as workshops that focus on: 1) confidentiality, 2) implicit bias and how to overcome it, and 3) best practices in recruiting, retaining, and promoting women STEM faculty.

What is an Equity Advisor?

An equity advisor is a senior faculty member who works with the college dean, department chairs/heads, promotion and tenure (P&T) committees, faculty search committees, and faculty members to raise awareness on the need for equity and diversity in hiring, retaining, and promoting faculty, and to promote a supportive environment.

What can an Equity Advisor do for you?

STEM Faculty Members

An Equity Advisor can serve as a resource and confidant whenever you have questions or concerns related to teaching, research, P&T criteria, or work-life balance.

STEM Deans

An Equity Advisor can serve as a consultant on best practices for a supportive work environment, as well as solutions for resolving inequities.

STEM Department Chairs

An Equity Advisor can serve as a consultant regarding the equitable assessment of faculty members and best practices in recruitment, retention, and advancement.

STEM P&T Committees

An Equity Advisor can serve as a consultant regarding equitable assessments of faculty members who are being considered for promotion and tenure.

STEM Faculty Search Committees

An Equity Advisor can serve as a consultant to raise awareness for achieving equity and diversity in the hiring process, help implement best practices in recruitment and retention, and meet with faculty candidates during their on-campus interviews.

For more information, contact an Equity Advisor on your campus, visit www.wright.edu/leader, or contact the LEADER Office at leader@wright.edu.