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through June 2016, the program has expanded to promote other kinds of diversity among faculty in all fields. The ADVANCE Program aims to improve the University of Michigan's campus environment in four general areas:

- **Recruitment** — focuses on development and use of equitable recruiting practices
- **Retention** — focuses on preemptive strategies to prevent the loss of valued faculty
- **Climate** — focuses on improvement of departmental climate
- **Leadership** — focuses on support for development of leadership skills and opportunities as well as on support for development of skills among all academic leaders to encourage supportive climates

Core Competency Seminars

Leadership, Voice, & Authority (February 14, 2014)

Objectives include: communicating authority; managing interrupters; disarming dissenters; and reducing vulnerability to gender bias

Dealing with Stress (March 14, 2014)

Objectives include: identifying the sources of stress; identifying the amount of stress and its impact; tools and approaches for dealing with stress; and limiting the impact of stress on self, career and personal life

To register for a Core Competency seminar, or for more information, contact ADVANCE at advanceprogram@umich.edu or 734-647-9359.

Resources & Links

Recruitment and Retention: Guidelines for Department Chairs (Dr. Virginia Valian)

Women's History in Michigan Science and Engineering (WHIMSE) Oral History Project

The University of Michigan Heritage Project: "The First Women"

On-line Professional Networks



An international peer-mentoring network of women in the Earth Sciences, many of whom are in the early stages of their careers. Our mission is to promote career development, build community, provide opportunities for informal mentoring and support, and facilitate professional collaborations.



Gap Junction Science is a new and evolving feminist science online network spanning and integrating multiple disciplines. It's a place to interact with scholars, scientists, and enthusiasts, get news about relevant resources, and share thoughts about feminist science.

The ADVANCE Program began as a five-year, NSF-funded project promoting institutional transformation with respect to women faculty in science and engineering fields. With the University's commitment to continue funding

Gender Awareness in Academia: From Principles to Practice



Denise Sekaquaptewa, Associate Director of UM ADVANCE and Professor of Psychology, and **Virginia Valian**, long-time collaborator with UM ADVANCE and Distinguished Professor of Psychology at Hunter College, recently led a *series of workshops and lectures* in Geneva and Lausanne, Switzerland, focused on the promotion of women's academic careers. The series, designed for senior members of the NCCR LIVES and other high-level academics, was sponsored by the Swiss National Centre of Competence in Research LIVES and the Equal Opportunity Offices of the Universities of Geneva and Lausanne.

Photo (from left to right): Olivia Och (LIVES Project Manager), Nicky Le Feuvre (LIVES Steering and Advisory), Virginia Valian, Denise Sekaquaptewa, Sylvie Burgnard (LIVES Equality Officer), Stephanie Brander (Office of Equality, Lausanne), Carine Carvalho (Office of Equality, Lausanne), and Brigitte Mantilleri (Equality Commission, UNIGE).

In the News...

Sharon Glotzer and Diane Robins selected as 2013 fellows of the American Association for the Advancement of Science

Arline Geronimus elected to Institute of Medicine

Sara Aton awarded a 2013 National Institutes of Health Director's New Innovator Award

Susan Murphy earns prestigious MacArthur Fellowship

Inés Ibáñez receives NSF early-career award for forest study

Christin Carter-Su and Carol Fierke appointed by Regents as Distinguished

Quick Links

Faculty Mentoring and Career Advising

Launch Committees

LIFT: Leadership and Integration at Faculty Transitions

STEP: Strategies Toward Excellent Practices Workshop

STRIDE: Faculty Recruitment Workshop

Requesting a Climate Study

Funding Initiatives

Elizabeth C. Crosby Research Fund

Funds to Support the Development of On-line Professional Networks for Faculty

University Professors

Grandma Got STEM: A Blog Championing Women – and particularly grandmothers – in STEM Fields, countering the all-too-common saying: "That's so easy, my grandmother could understand it."

Yukiko Yamashita named Howard Hughes Medical Institute investigator

Carol Fierke recipient of the Carol Hollenshead Award for Excellence in Promoting Equity and Social Change

Laurie McCauley has been appointed dean of the School of Dentistry

Carmen Green appointed as the *Health System's* inaugural associate vice president and associate dean for health equity and inclusion

Sara Aton selected as 2013 Alfred P. Sloan research fellow

Exhibit: **Women Dentists: Changing the Face of Dentistry**

LSI researcher **Yukiko Yamashita** receives Keck Foundation award for stem cell project



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