Earth Institute Receives $4.2 Million to Increase Ranks of Women in Sciences and Engineering

“We are thrilled about the potential of this grant to significantly increase the number of women scientists at the Earth Institute,” said Robin Bell, Doherty senior resident scientist and deputy director of the Earth Institute. “The grant will enable us to attract even more exceptional talent to our institution by helping to assure its status as an excellent 21st century university.”

Complementary efforts also are underway to advance women’s participation and career advancement in the earth sciences. The Earth Institute is a partner in the Office of Academic Faculty Development’s ADVANCE Program.

The ADVANCE Program is a comprehensive five-year, $10 million effort designed to recruit and retain women scientists and engineers, and increase diversity in the academic climate and making it into the ranks of tenured professors and senior research scientists. A 1997 NSF-sponsored study found that women tend to decline offers of tenure because of their concerns about the effect of child rearing on their careers.

The Earth Institute ADVANCE Program is comprised of several components, including: changing hiring practices; providing support to women scientists during difficult life transitions such as elder care and birth or adoption of a child; enhancing mentoring and networking opportunities; and training through professional development, completing, and internal and external scholarship competitions designed to recruit and retain women scientists and engineers, and increase diversity in the academic climate and making it into the ranks of tenured professors and senior research scientists. A 1997 NSF-sponsored study found that women tend to decline offers of tenure because of their concerns about the effect of child rearing on their careers.

The ADVANCE Program also includes a comprehensive inventory of University faculty and student facutry group that enhances recruitment and retention by providing support to women scientists and engineers, and increasing diversity in the academic climate and making it into the ranks of tenured professors and senior research scientists. A 1997 NSF-sponsored study found that women tend to decline offers of tenure because of their concerns about the effect of child rearing on their careers.

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