

**Objective**

Funded by a five-year \$4.2 million National Science Foundation ADVANCE award, the objective of the Earth Institute ADVANCE program at Columbia is to increase the recruitment, retention, and advancement of women scientists and engineers.

**Constituents**

Faculty and research scientists in the departments and centers affiliated with the Earth Institute and the Lamont-Doherty Earth Observatory, the Fu Foundation School of Engineering and Applied Science, and the Natural Sciences at Columbia. The program works closely with the Vice Provost for Diversity Initiatives to expand successful ADVANCE initiatives to other parts of the University.

**Initiatives**Changing the Demographics

- Workshops for department chairs and search committees on best practices for recruiting women scholars
- Departmental transformation awards to increase the number of women who are visiting scientists and to support recruitment and retention efforts
- Marie Tharp Visiting Fellowship for distinguished women scientists

Cultivating an Environment that Fosters and Attracts Women Leaders

- Institutional climate survey
- Targeted support for women scholars in the form of workshop leadership awards and research productivity grants
- Faculty development programs

Stimulating an Institutional Culture Shift Using Behavioral and Social Science Research

- Symposium on the Science of Diversity
- Lecture series on the Science of Diversity at the Lamont campus
- Presidential lectures with eminent scientists who have had an impact on diversity at other institutions

**Progress & Results**

The ADVANCE grant was awarded to the Earth Institute in June 2004. Since that time:

- The proportion of women among new hires has increased from 17% to 38% in the School of Engineering and 17% to 25% in the Natural Sciences.
- The proportion of women on the junior research staff at the Lamont campus has increased from 14% to 20%.
- The program has funded six Marie Tharp Visiting Fellows, one of whom is being sought after by the Department of Earth and Environmental Sciences for a faculty position.
- As a result of a departmental transformation award to the Applied Math and Applied Physics Department, the number of women in their colloquium increased from 16% to 64%. The department attempted to recruit two of these women for faculty positions.

**Principal Investigators**

- Robin Bell, ADVANCE Director and Doherty Senior Research Scientist
- Roberta Balstad, Senior Fellow, CIESIN
- Mark Cane, G. Unger Vetlesen Prof. of Earth and Climate Sciences
- Patricia Culligan, Prof. of Civil Engineering and Engineering Mechanics
- John Mutter, Prof. of Environmental Sciences and Earth Institute Deputy Director
- Stephanie Pfirman, Chair and Professor of Environmental Science, Barnard College