The formation of a dedicated space for an ADVANCE Center for Women and Underrepresented Minorities (URM) at Michigan Tech would provide a unique hub that capitalizes and expands upon our unique campus to a) facilitate conversations, programs, and processes and b) academic research and scholarship for, by, and about women/URM, benefiting faculty and students alike. This center would span all units on campus to organize and facilitate activities that address systemic barriers to advancement and empower individuals with the tools to excel in all fields, especially Science, Technology, Engineering, and Math (STEM).

The center would be the first academic entity of its kind to practice continuous improvement for institutional change and efficiency. As such, Michigan Tech will be a national leader in mobilizing highly functional, diverse teams aimed at producing creative, resource-smart solutions responsive to global societal and environmental challenges.

*Michigan Tech supports its faculty who then empower students to create the future!*

Contact Adrienne Minerick, minerick@mtu.edu
Become a Founding Contributor

Teams comprised of members from the faculty and administration and the Presidential Council of Alumnae (PCA) have identified and initiated pathways to an equitable future where female faculty and students as well as underrepresented faculty and students can excel. By consulting best practices and drawing on the innovative spirit at Michigan Tech, the team created a phased development plan for the Center. The three scaffolded phases will move Tech toward the goal of graduating all students to be highly equipped to function in diverse teams that yield the most innovative, well developed solutions possible. To achieve this vision, we invite you to serve as a founding contributor and partner and also a key member in our advisory/support network to realize our vision of an equitable future at Michigan Tech.

Founding Contributor = $25,000 ($5k/yr for 5 yrs)

Network Members can Enhance Tech’s Experience with Corporate Best Practices

The success of any transformative program relies heavily upon the visionary members of the supporting network to guide individuals to persist, thrive, and excel. We hope your commitment will extend beyond a financial investment to include mentorship and sponsorship of faculty, postdocs, and students.

Contact Adrienne Minerick, minerick@mtu.edu
### Metrics for Success

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>• ADVANCE Center</td>
</tr>
<tr>
<td>2</td>
<td>• Initial Staff (Director + Program Coordinator)</td>
</tr>
<tr>
<td>5</td>
<td>• Current number of female full professors in the College of Engineering</td>
</tr>
<tr>
<td>20</td>
<td>• Guest speakers and high visibility events</td>
</tr>
<tr>
<td>90</td>
<td>• Current number of female/URM faculty at Tech</td>
</tr>
<tr>
<td>180</td>
<td>• Number of female/URM faculty at Tech to be 50:50</td>
</tr>
<tr>
<td>10,000+</td>
<td>• Students impacted by working with empowered faculty</td>
</tr>
<tr>
<td>50:50</td>
<td>• Ratio of male to female students</td>
</tr>
</tbody>
</table>

### Implementation Details

**Phase I = Year 1 Create Physical Space/Infrastructure**

1. **Build Center and Appoint Director.** In close collaboration with the Provost, this center will serve primarily female and underrepresented (URM) faculty at Michigan Tech and secondarily all faculty to empower them both to excel in their research fields and to inspire our female/URM students to aim high, thrive, achieve, and lead. The director will oversee the center with the goals to facilitate conversations, programs, and processes. The director and center will engage in and sponsor programs encouraging faculty and students to actively communicating about gender dynamics such that all are comfortable working to advance talent to 50/50 male/female representation.

Contact Adrienne Minerick, minerick@mtu.edu
Phase I = Year 1 continued

2. **Search for Programming Coordinator.** This person will be the locus for organizing and implementing all innovative programming to address systemic barriers and detrimental faculty practices, processes, and attitudes that undermine female/URM career progression and success.

3. **Expand Networking, Mentoring, and Sponsorship.** These activities will ensure the support vital to realizing academic achievement. Efforts will be strategically integrated to compliment and grow existing programs and opportunities including career advancement programs, mentoring incentives, group travel and other mechanisms that advance Michigan Tech.

4. **Increase visibility through Faculty Advocacy Award (annually).** *(See proposal on last page)* As a means to increase awareness of the important role of mentoring in the career progression of women and URM, a new award is proposed. This award would acknowledge and celebrate efforts of our more experienced faculty in mentoring, advocating, and sponsoring female/URM faculty to progress through academic ranks and into leadership positions.

5. **Above all, provide empowered role models to our students.** A healthy, resilient, optimistic, and dynamic faculty with an ADVANCE center as the locus is the best way to foster a supportive, encouraging climate for our female/URM students. Investing in a single faculty touches thousands of students during the faculty member’s career. We can enact change one student at a time or by crafting an entire ecosystem embracing all faculty as the stewards of that system, thus impacting the thousands of students that journey through our campus.

**Phase II = Years 2 & 3 Develop and Expand Programs**

1. **Track data and progress.** To assess progress and identify weak areas, data collection will be institutionalized to cover all aspects of the faculty career path and student milestones. These efforts will integrate closely with academic research and scholarship for, by, and about women/URM, benefiting faculty and students alike. These efforts will inform advances and enhance Michigan Tech’s reputation on a global scale.

2. **Early Career Management (ECM).** Investments in our new faculty help protect and cultivate personnel investments. Michigan Tech is currently piloting ECM committees. Support of this center would expand this program to all new faculty. New faculty are paired with three senior faculty for monthly meetings throughout their first year. The goal is to facilitate and accelerate career trajectories by providing optimal foundations for research productivity, teaching success, and departmental citizenship.

Contact Adrienne Minerick, minerick@mtu.edu
Phase II = Years 2 & 3 continued  Utilize Continuous Improvement Kaizens to Assess and Improve

3. Transition after Promotion. To retain our most talented faculty and ensure they continue to excel and build a positive reputation for Tech, the Center will offer evidence-based strategic advice, support, and sponsorship.

4. Leadership training. Just as students and professional women struggle to proactively seek leadership opportunities, our faculty encounter these same challenges stemming from traditional social pressures. These workshops will provide the pathway guidance, mindset, and skills to effectively pursue and secure these leadership positions.

5. Empowerment workshops. Guest speakers from around the globe will be recruited to discuss best practices, career management, and tools for success. External speakers are known to be a strong motivational force for our faculty and students. Speakers will be recruited to deliver content on diverse topics such as project management, strategic planning, seeking recognition, tools to best engage students, and many others. These guests will also build a strong network of connections to serve as external role models/mentors for our faculty and students.

6. Above all provide empowered role models to our students. A healthy, resilient, optimistic, and dynamic faculty with an ADVANCE center as the locus is the best way to foster a supportive, encouraging climate for our female/URM students.

Phase III = Years 3 and onward

1. Track data and progress. Continue to regularly track data, pull it into conversations, and disseminate it such that programming and activities are well informed by effectiveness. Continue to integrate with and expand academic research and scholarship to benefit faculty and students as well as Michigan Tech’s reputation as a leader in this area.

2. Host focused Kaizen events. The ADVANCE Center would function on the premise that continuous improvement is critical and necessary to remain relevant and responsive to the challenges faced by faculty and students.

3. Assess challenges, identify programs, metrics for progress. The program will regularly host inclusive dialogues to assess where we currently are, challenges that exist, and problem-solve strategies to address those challenges. We will simultaneously identify metrics to track progress and measure impact of the strategies employed.

Contact Adrienne Minerick, minerick@mtu.edu
Phase III = Years 3 and onward, continued

4. **Identify new approaches to increase retention/success.** Development and retention of our most positive, influential women faculty and students will be an ongoing effort. We will explore professional development opportunities like fellowships, sabbaticals, and related to ensure our students have access to the individuals who are leaders in their field and defining the future of STEM and other fields.

5. **Above all provide empowered role models to our students.** A healthy, resilient, optimistic, and dynamic faculty fosters a supportive, encouraging climate for our female/URM students.

**Budget Details**

<table>
<thead>
<tr>
<th>Activities</th>
<th>Phase I</th>
<th>Phase II</th>
<th>Phase III</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Year 1</td>
<td>Year 2</td>
<td>Year 3</td>
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<tr>
<td>Director</td>
<td>120,000</td>
<td>125,000</td>
<td>130,000</td>
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<tr>
<td>New Space for [Named] ADVANCE Center*</td>
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<tr>
<td>Alternative: Remodeled Space for [Named] ADVANCE Center*</td>
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<td>Faculty Advocacy Award*</td>
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<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Programs (leadership, Kaizens, etc.)</td>
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<td>15,000</td>
<td>25,000</td>
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<tr>
<td>Speaker Series, Workshops</td>
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<td>10,000</td>
<td>15,000</td>
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<td>Program Director</td>
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<td>Technology Support</td>
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<td>Networking, Mentoring, Sponsorship</td>
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<tr>
<td>Career Management Committees*</td>
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<td>17,000</td>
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<td>Graduate Fellowship* to support data tracking</td>
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<tr>
<td>Totals</td>
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<td>$280,000</td>
<td>$309,000</td>
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<td>Grand Total</td>
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*Items can be endowed/named as follows:
- [Named] ADVANCE Center = $450,000 (new) or $75,000 (remodeled)
- [Named] Endowed Director Position = $1,000,000
- [Named] Faculty Advocacy/award = $62,500
- Career Management Committees = $250,000
- [Named] Endowed fellowship = $900,000

Contact Adrienne Minerick, minerick@mtu.edu
Proposal for
[Name of Donor] Faculty Advocacy Award
Michigan Technological University

To honor the importance of mentoring in the career progression of women and underrepresented minorities (URM), an award is proposed to make the value of this work evident and encourage excellent mentoring. This award would publicly acknowledge faculty advocates who guide female/URM faculty and champion their progression through academic ranks and into leadership positions.

Criteria for [Name of Donor] Faculty Advocacy Award
This award would be given for exceptional mentoring contributions by female and male faculty and administrators within the Michigan Tech community as exemplified by:

• Active mentoring, advocacy, and sponsorship of women/URM faculty at Assistant and Associate Professor levels at Tech, especially in fields where their representation is lower.
• Active mentoring, advocacy, and sponsorship of women/URM Full Professors into leadership positions at Tech.
• Advocacy and sponsorship of women/URM within the larger professional world.
• Development or expansion of programs, initiatives, or projects on campus or in the broader community that enable and broaden cultures of mentoring and sponsorship.

Evidence of sustained commitments to mentoring/sponsoring women and underrepresented minorities is key. Specific short-term roles are valued provided the mentor has engaged in multiple advocacy activities over sustained periods of time.

Protocol for Selecting Awardees for the [Name of Donor] Faculty Advocacy Award
A. Soliciting Nominations (Advertise in______, Nominations due_____):
Announcements soliciting nominations from the Michigan Tech community will occur via Tech Today, blogs, and emails. Nominator(s) should compile the packet and include:

• Nomination Form (pdf form modeled after Diversity Award Form, http://www.mtu.edu/equity/diversity/Diversity%20Award/diversity%20award.html).
• Nominator’s letter (max 2 pages) describing the mentor’s activities and impact.
• A 2-page statement of supporting information from the nominee documenting activities and impact.
• Up to two 1-page letters of support from mentees explaining impact of the mentor.

Nominees will be carried over for 1 year and any nominee can update the packet during the solicit nominations phase.
B. [Name of Donor] Selection Committee

The [Name of Donor] Mentoring Award Selection Committee will be comprised of three faculty - at least two of whom are female/URM, one Senate representative, one academic chair or dean selected by the Provost, and one Corporate Advisory Board member. The academic members should be selected to represent all colleges and schools on campus.

Award and Celebration

The award would be presented every year and coordinated with the university research/teaching/diversity awards. The Faculty Advocacy Awards Selection Committee may choose to award a maximum of two award recipients per year when suitable candidates are identified. The Selection Committee may remain flexible to adjust to larger or smaller pools of nominated candidates. Award recipients will be honored during the President’s Fall Forum or other appropriate occasions and will meet with the Corporate Advisory Board at its fall or spring meeting. Their names will be added to an awards plaque that is posted in a location visible to the campus community. Awardees will be highlighted on the President, Institutional Equity and other appropriate websites. Award recipients will be recognized in University publications. The recipient of the award will receive a $2,500 monetary award, a plaque, and recognition in the Tech community.