TRANSFORM: Strategies to Advance Women in Higher Education

TRANSFORM, Teaching-Research-Advancement Network to Secure Female Faculty for Organizational Retention and Management, is a program at Gannon University recently funded by a National Science Foundation ADVANCE-PAID grant. Three strategies are being implemented leading to the goal of TRANSFORM: an increase in the recruitment, retention, advancement, and leadership development of STEM female faculty.

The first strategy is the Dual Career Services. The recruitment and retention of STEM female faculty members will be enhanced through the creation of a Dual Career Services program. The program will establish cooperative agreements with regional universities and industries to create a regional job database for skilled personnel. As a result, trailing partners will have greater opportunities to find suitable employment. The second strategy is the Research Initiation Awards. Research awards for early- or midcareer STEM female faculty have been established and will augment research efforts. The third strategy is Leadership Development. The institutionalization of leadership development for faculty, chairs, and administrators, is currently being accomplished through the establishment of Leadership Training Series, a Leadership Forum for Administrators, and a Regional Leadership Symposium. During this presentation, the strategies, their relevance, their impact and their current status will be presented.