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UAB ADVANCE  
INSTITUTIONAL  
TRANSFORMATION

AWARD SBE-0245090

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2007 Annual Report

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# UAB ADVANCE 2007 Annual Report

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## I. Introduction

This report describes activities and events occurring between June 1, 2006 and May 31, 2007. Several important changes occurred during this year. The UAB ADVANCE program hosted an NSF site visit August 27-29, 2006. Immediately after the site visit, NSF informed UAB that, "No new activities should be started at this time. The carry-over funds can only be used to continue the effective parts of the project as prioritized by the site visit team." The actual written report from the site visit was received on October 20, 2006. As a result of the site visit and written report, most ADVANCE activities were suspended between December 2006 and March 2007 while UAB prepared its response to the report. In addition, the ADVANCE PI (Dr. Rose Scripa) resigned in November 2006 from her position as Associate Provost for Faculty Development and Faculty Affairs to return to a position as Professor in the School of Engineering. After completing its response, UAB offered to host or visit NSF in Washington DC to present and discuss the site visit response. UAB's official response to the site visit report was submitted to NSF in early March 2007 with a conference call occurring the following week. On March 7, 2007, UAB was notified by NSF that the UAB ADVANCE program could continue. In mid-March, NSF named Dr. Claire Peel as the new ADVANCE Principal Investigator (PI) and activities resumed.

Based on the events described above, the 2006-2007 year included periods of high activity at the beginning and end with a three to four month period of focused activity and planning in the middle. We believe we are making good progress toward institutional transformation in the advancement of women in science and engineering. The policies of our institution, and practices and attitudes of administrators, and faculty reflect changes that will be institutionalized. We, the UAB ADVANCE Steering Committee, are excited about activities and events that we are planning for the next year. Our strategy is to facilitate change in the ADVANCE schools with activities that will then be implemented university-wide. The result will be institutional transformation at UAB.

## II. Status and Outcomes of Implemented Activities for 2006-2007 and Proposed Activities for 2007-2008

### A. 2006-2007 Program Activities

#### i. Department Chair Training

The department chair is a key figure in determining the climate within a school by providing direct supervision of faculty. Therefore, it is essential that department chairs gain an awareness of the barriers and challenges in recruiting and retaining a diverse faculty, and become leaders in these recruitment and retention efforts. Training modules focusing on the development of personal leadership and administrative skills have been interwoven into training programs as described below:

- **Department Chair Meeting, July 26, 2006.** This meeting included Department Chairs from the ADVANCE schools and the Department of Finance and Qualitative Methods in the School of Business. The purpose of the meeting was to describe the NSF indicators as presented in the 2006 annual report, to describe applicant pools at the national level and to describe activities that had occurred with ADVANCE faculty to date. Department chairs responded very positively to the presentation, which generated comments about both recruitment and retention of women faculty. The meeting was attended by 16/17 department chairs, the 3 Deans of ADVANCE schools, the Provost, the PI, the Project Director, and Dr. Corliss, Director of Special Projects and Assessment.
- The first **UAB ADVANCE Department Chair Training Workshop** was conducted November 2-3, 2006, as an initial step to increase the awareness to potential barriers for both recruitment and retention of a diverse faculty as well as including leadership, communication, budgetary, and administrative skill development. Fourteen of the 17 Department Chairs from the ADVANCE schools participated in this workshop, which featured Dr. Shirley Malcom, Head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS), as the keynote speaker. Her address focused on barriers and issues related to the challenges and opportunities involved in the recruitment, retention, and professional development of a diverse faculty, especially women and minorities in the STEM departments. In total, there were **36** attendees.
- **A Seminar Series for Department Chairs** was held during the Spring 2007 semester for all chairs from across the campus. These workshops were developed on the basis of the content and feedback from the initial ADVANCE Department Chair Training Workshop in November 2006 and were co-sponsored by the Office of the Associate Provost for Faculty Development and Faculty Affairs and the Office of Human Resources. These workshops primarily focused on further development of the administrative and personal skills needed to be an effective leader.
  - **Developing Leadership Skills, March 23, 2007** This session was led by Dr. Harold Jones, Dean of the School of Health Professions, and focused on personal development from a manager to a leader. Dr. Jones discussed creating a vision, strategic planning and creating a positive and productive environment. **23** Attended this seminar.
  - **Finance and Budgeting, March 30, 2007** This session was led by Dr. Eli Capilouto, Provost. The discussion focused on revenue sources for the university, and how financial

- resources are allocated to the various schools as well as the distribution of costs in UAB's strategic budgeting system. **36** Attended this seminar.
- **Faculty Evaluations and Development Plans, April 20, 2007** This session was led by Ms. Cheryl Locke, UAB Chief Human Resources Officer. Ms. Locke discussed how to perform effective faculty evaluations that lead to development plans to enhance professional growth and improve performance. **22** Attended this seminar.
  - **Communicating Effectively, May 4, 2007** This session led by Dr. Mark Searby. Dr. Searby included conflict resolution and negotiation skills. Examples of common challenges faced by department administrators were discussed. **25** Attended this seminar.
  - **Data and Information: UAB Resources, May 11, 2007** This session was led by Dr. Glenna Brown with representatives from the Office of Planning and Analysis. Dr. Brown provided an overview of information that is readily available for use in planning and decision-making, and how to access information. Alesia Jones from the Department of Human Resources presented information and marketing materials to facilitate recruitment to UAB and Birmingham. **25** Attended this seminar.

## ii. Recruitment Activities

### *a. Affirmative Action Officer Meeting*

A meeting with Affirmative Action Officers (AAOs) in the three ADVANCE schools was held August 8, 2006. A formal presentation to address the issues of implicit bias and increasing applicant pools to reflect equity and diversity was included. The presentation generated considerable discussion among AAOs as to how to be more effective in addressing these issues with search committees in their respective schools. AAOs strongly indicated the need for a search committee chair handbook and training. Three AAOs as well as one dean and the VP for Equity and Diversity attended this meeting in addition to the PI and Project Director.

### *b. Administrator Search Committee Training*

**Faculty Recruitment for a Diverse Workforce Workshop, April 13, 2007 8:30 a.m. – 2:00 p.m.** The purpose of this work shop was to assist deans, chairs and search committees in identifying strategies to recruit faculty from diverse backgrounds. Dr. Louis Dale, Vice President for Equity and Diversity, opened the workshop with a brief introduction describing the value of diversity. Dr. Shirley Malcom from the American Association for the Advancement of Science facilitated the workshop. Other presenters included individuals from the Department of Human Resources, and UAB Faculty who had been recently recruited. Information was shared on resources available to assist with recruiting persons to Birmingham. The workshop was beneficial to deans, department chairs, affirmative action officers, and chairs or potential chairs of search committees. **50** Attended this seminar.

## iii. Faculty Development / Retention Activities

### *a. Lunch and Learn Series*

1. **ADVANCE Informal Discussion with Dr. Shirley Malcom, July 23, 2006.** ADVANCE faculty participated in an open and honest dialogue led by Dr. Malcom about issues related to gender and race in academic settings. **9** ADVANCE faculty attended.

2. **Lunch and Learn, September 15, 2006.** This program was a general program update for UAB ADVANCE. New faculty were welcomed as well as ALL women faculty from ADVANCE schools and departments. Addition, an informal needs assessment was conducted to determine the kinds of programs that were desired by faculty in ADVANCE schools. Programs related to work-life issues were considered to be the top priority. **19** Faculty attended from ADVANCE schools.
3. **ADVANCE Informal Dinner Gathering, October 8, 2006.** New relationships were formed with new and old faculty. The group recommended that additional Informal Dinner Gatherings be held to increase the sense of camaraderie and networking that occurred in this setting. **20** Faculty attended from ADVANCE schools.
4. **Designing Your Life from the Inside Out, October 27, 2006.** Mary B. Sullivan with Life Design Studio, LLC spoke. **9** Faculty attended from ADVANCE schools.
5. **Peopemap™ Understanding Yourself and Others November 3, 2006.** This interactive training program was based upon a 7-question, self-assessment test which is used as a personal and professional development tool. **8** Faculty attended from ADVANCE schools.
6. **Lunch and Learn, April 4, 2007.** This session was an update on the status of the UAB ADVANCE program. Dr. Eli Capilouto reported on the site visit report and UAB's response to the site visit report. The new PI and Program Manager were introduced. Information regarding the Faculty Research Award Program and the Pilot Program for Gender Equity were shared. **35** Faculty attended from ADVANCE schools.
7. **Informal Discussion with Dr. Shirley Malcom, April 13, 2007.** This session, held in mid-afternoon, was an informal gathering with Dr. Malcom. Attendees shared information about their professional/research goals, and personal challenges that infringe the achievement of goals. Other items discussed were ideas for future lunch and learns. **10** Faculty attended from ADVANCE schools.
8. **Lunch and Learn, Helpful hints for a Successful Career in Science, May 10, 2007.** This session was led by Dr. Barbara Gower, Associate Professor, Department of Nutrition Sciences, UAB. Dr Gower reviewed highlights of her career, and shared with participants key events that contributed to her success. She also facilitated a discussion on ways to be successful in securing extramural funding. **17** Faculty attended from ADVANCE schools.

**b. Summer Book Club**

ADVANCE awardees requested that a summer book club be held for discussion of 2 books on negotiation, *Women Don't Say No* and *The Art of Negotiation*. The reading of these books led to fruitful discussions about how women should negotiate and how women negotiate differently compared to men. After the meetings, some of the participants were confident discussing sensitive topics, such as salary, with their department chairs. June 21, 2006—**7** ADVANCE attendees, and July 19, 2006—**5** ADVANCE attendees.

**c. Visiting Scholar Presentation on Mentoring**

**September 11, 2006.** Harvey Brightman, Regents Professor Emeritus of Management and Decision Sciences from Georgia State University presented a session on mentoring. Dr. Brightman developed the Master Teacher Program, which is presented at many Universities across the nation. He has expertise in the mentoring process, especially in the area of teaching and training. This was a first step in developing a comprehensive mentoring program. The three ADVANCE scholars and the PI attended this meeting.

#### iv. Faculty Awards

##### a. *Senior Faculty Awards.*

Grants awarded to senior faculty are intended to advance their scholarly pursuits or to change the direction of their scholarship in order to advance their professional careers and/or progress towards promotion to Professor if at the Associate Professor rank. In April 2007, there were 5 Senior Faculty that applied for Faculty Awards. Two were funded for ADVANCE Faculty that have not received prior Award Funding at a 1:1 match. Two were funded for ADVANCE Faculty that had previously received ADVANCE funding at a 2:1 school/department match. All faculty from the ADVANCE schools regardless of gender were eligible for funding under this program. **(See Appendix A for the RFP and a list of awards.)**

##### b. *Junior Faculty Awards and Transition Faculty Awards.*

The focus of these two programs is to provide support for activities to enhance the professional growth of women faculty from the ADVANCE schools leading to promotion and/or tenure. While the Junior Faculty Award program is primarily for Assistant Professors in tenure-track positions, the Transition Faculty Award program is reserved for non-tenure-track faculty at any level. In April 2007, eight junior faculty applied for the Faculty Awards, and seven were funded at a 1:1 match. Three Transition faculty applied for Faculty Awards, and one was funded at a 1:1 match. All faculty regardless of gender were eligible for funding under this program. **(See Appendix A for the RFP and a list of awards.)**

#### v. Pilot Grant Project

In order to understand the institutional factors influencing the hiring and advancement of women, UAB ADVANCE issued an RFP for the 2007 Gender Equity Research Pilot Grant Program. This program sought proposals from scholars interested in studying gender equity issues and other women-related issues in the Science, Technology, Engineering, and Mathematics (STEM) disciplines which will lead to enhancing the diversity and excellence of our university community. Specifically, proposals could focus on any one of the following three areas: microclimate issues and departmental interventions in STEM departments; factors influencing the number of African American women in the STEM pipeline in the South; and evaluation of the effectiveness of strategies to enhance the recruitment and retention of women faculty in small STEM departments.

All UAB faculty regardless of gender were eligible for funding under this program. Grant recipients have been asked to use the funding by 6/30/2008 to conduct research in a designated focus area, to submit these research findings for publication, and to present findings from their studies as part of the Symposium on Gender Issues to be held on the UAB campus in the summer of 2008.

Three grants were submitted and one grant, "Evaluation of Strategies for the Recruitment and Retention of Women in Small STEM Departments," was funded for \$25,000. Drs. Shelia Cotten and Donna Milam Handley will serve as investigators. **(See Appendix B for Pilot Grant RFP.)**



## B. Other Activities Completed in 2006-2007

### i. Website Expansion

The UAB ADVANCE website (<http://main.uab.edu/sites/ADVANCE/>) now has an active link to the Provost website, the Faculty Senate website, and the Faculty Development website. New information that is included on the site:

- Active link to NSF ADVANCE Webpage
- Links to other ADVANCE Institutional Transformation sites
- Links to Other Resources on campus, including: the Commission on the Status of Women, Women's Center activities, Counseling Center, and Child Care options.

### ii. AWIS Bylaws and Constitution Approved

National AWIS approved constitution and by laws with minor phase changes. The changes have been made and the resubmission of these is pending Dr. Peel's review and submission. The first chapter meeting will be called in early Fall 2007.

### iii. Work-life Satisfaction Survey

As part of our Internal Evaluation Process, a survey of the work-life satisfaction of ADVANCE faculty grant awardees was initiated in the Fall of 2006. Under the leadership of Dr. Gypsy Abbott, Professor of Education, the results of this study will form the basis for discussions of potential policy and procedural changes at the institutional and department levels as well as providing insight to issues that the ADVANCE program leadership should consider. See Section V Part B for Work-Life Survey results.

### iv. UAB Adoption of Strategic Diversity Plan

During the 2006-2007 academic year, UAB developed a Strategic Diversity Plan (SDP) in response to the Knight Case Settlement Agreement, an agreement involving all Alabama Public Universities in strategic diversity efforts. The plan involves well-defined efforts to increase women and minority faculty, students and administrators at UAB through recruitment, retention, and promotion efforts. The plan requires support of senior UAB administrators. The PI of the ADVANCE programs is also the Associate Provost for Faculty Development and is intensely involved with recruitment, retention, and promotion and of women and minority faculty. The ADVANCE program fits nicely into the SDP as the goals and objectives of ADVANCE are parallel to the goals and objectives of the SDP and the leadership of the SDP and the ADVANCE program are working closely together on both of these efforts.

### v. Enhanced Family Friendly Policy

Significant progress was made during this past year on the development of policies that will allow faculty extension of tenure earning time for reasons such as FMLA or personal leave. See section V, Part C for additional information.

## C. Proposed Activities for 2007-2008

### i. Department Chair Training

Continued Chair Training: Goals for Chair Training for 2007-2008 are:

- To continue discussions of recognizing and overcoming unconscious bias in both recruitment and retention activities.
- To develop informal networking among department chairs to facilitate communication and consultation in common challenges.
- To continue education in the area of performance evaluations to include use of a 360° evaluation strategy and development of formal faculty development plans.
- To assist chairs in the development of team building skills among faculty.

We plan to have a department chair seminar series in each term (Fall and Spring). Some sessions will include chairs from across the University, and other sessions will be limited to chairs from the 3 ADVANCE schools. Each session will be evaluated and the results will be used to plan future sessions. A subcommittee has been formed for planning purposes with members Dr. Linda Lucas, Dr. Pam Burks, Dr. Claire Peel, and Sherry Pigford.

### ii. Recruitment Activities

#### *a. Search committee training:*

Faculty search committees play a key role in the recruitment and hiring of faculty. Currently chairs of faculty search committees and committee members receive no training prior to serving. During the summer of 2007, we plan to develop a Faculty Recruitment Handbook and an online training module. The purposes of both tools will be:

- a. To create a reference guide of general operating procedures for faculty searches.
- b. To provide strategies for identifying a diverse applicant pool.
- c. To provide strategies for recruiting diverse candidates, including marketing and interviewing techniques.

Beginning in fall 2007, members of search committees for faculty in ADVANCE schools will be required to view the online training prior to serving on the committee. Beginning in spring 2008, all members of search committees throughout the university will be required to view the online training. Each school's Affirmative Action Officer will work directly with the chair of the search committee to facilitate the process.

#### *b. Recruitment Workshop*

We are in the early stages of planning a workshop on hiring, retaining and promoting women scientists. This workshop will be co-sponsored by UAB ADVANCE and the UAB Commission on the Status of Women. The plan is to invite a team from an ADVANCE funded University that has been successful in recruiting female scientists.

### iii. Faculty Development / Retention Activities

#### *a. Implementing a Comprehensive Mentoring Plan.*

While most departments participating in UAB ADVANCE have some type of mentoring in place, the mentoring plans vary both in scope and the level of formality.

- As a first step towards improving and formalizing the mentoring program, the Deans of the UAB ADVANCE Schools in collaboration with the UAB ADVANCE Steering Committee have developed a pilot mentoring program which is fully detailed in **Appendix C**. This multi-faceted approach will provide the requisite advice and information that spans aspects from the discipline and departmental levels to issues that are more relevant to the professional advancement of women and members of underrepresented groups in STEM departments. (Initial implementation began in January 2007 with full implementation to be realized by Fall 2007 semester.)
- A mentoring workshop will also be conducted in early-August 2007 and a mentoring guideline handbook will be developed and made available in August 2007 to all mentors in order to enhance the effectiveness of the mentoring and the quality of the mentor-mentee relationship.

### ***b. Visiting Scholars Program***

To further increase the networking and corresponding mentoring opportunities for ADVANCE women faculty, especially in STEM disciplines with limited numbers of women faculty, women scientists and engineers from other institutions will be invited to the UAB campus to give seminars and colloquia as part of the Visiting Scholars program. This program will consider supporting women visitors for short-term visits to develop or work on collaborative research projects with science and engineering faculty. In late-August 2007, the PI will inform ADVANCE schools, departments, and faculty of this program and assist them in bringing women scientists and engineers to UAB over the Fall 2007 and Spring 2008 semesters.

### ***c. Lunch and Learn Sessions***

The Lunch and Learn series will continue with at least monthly sessions offered to all female faculty and others involved in the ADVANCE schools. A tentative schedule will be developed this summer by a planning task force (Dr. Claire Peel, Dr. Wendy Gunther-Canada, and Sherry Pigford.) We will identify needs based on feedback from past year participants. We anticipate multiple sessions on some topics depending in the nature of the topic. Male faculty and administrators will be involved both as participants and facilitators.

### ***d. Symposium on Gender Issues***

UAB ADVANCE will host a symposium on gender issues during the summer of 2008. A nationally-prominent figure will be invited to serve as the key note speaker. Research supported through the Pilot Grant program will be highlighted. Those faculty who have received ADVANCE funding for research will be asked to prepare research posters on platform presentations. The Commission on the Status of Women and the Office of the Vice President for Equity and Diversity will present on strategies to advance women and underrepresented groups in science and engineering. We will invite not only the UAB Community, but others from local universities and community organizations. Universities with ADVANCE programs will also be invited.

### ***e. UAB Chapter of AWIS***

The OAWSE will continue to work with UAB women faculty to make active and vibrant the recently approved chapter of the Association for Women in Science (AWIS) on the campus. The primary purpose of the AWIS chapter is to establish mentoring skills and relationships as well as to provide additional networking opportunities for all women in sciences at UAB.

#### **iv. Faculty Awards**

Using both 8/31/07 carryover money and new money from the 2007-2008 funds, we plan to circulate an RFP in early August to fund Transition, Junior and Senior faculty awards. Faculty awards will be matched by the departments and/or schools. We currently anticipate an 8/31/2008 spending end date for these faculty awards.

#### **v. Pilot Grant Project**

A second RFP to fund research on gender equity will be circulated in August of 2007. With the \$50,000 carryover from the current budget, we plan to fund at least two projects in 2007-2008. We currently anticipate an 8/31/2008 spending end date for these pilot grants.

#### **vi. Programmatic Assessment**

##### ***a. Internal Evaluation Plan***

We will use the Center for Educational Accountability (CEA), directed by Dr. Scott Snyder, to provide internal evaluation as outlined in the response to the NSF site visit report. The overarching evaluation framework is a continuous model so that issues or programs/activities that are not perceived to be as effective as might be desired, can be identified in a timely matter and changes made.

Priorities for the evaluation will parallel priorities in the activity and outcome targets for the project. During the Summer of 2007, a comprehensive analysis of the UAB Work-Life Satisfaction survey will be performed and this information will be provided to appropriate stakeholders and NSF. During Fall of 2007 the UAB ADVANCE Work-Life Satisfaction on-line survey, focusing on issues related to departmental climate will be administered. Findings from this survey will be followed-up through use of various evaluation methodologies during Spring 2008. These include focus groups and interviews with individual faculty members and administrators in ADVANCE schools. The results will provide documentation regarding the effectiveness of the activities that were implemented in promoting departmental climate change, as well as climate issues that still need to be addressed.

The effectiveness of the UAB ADVANCE mentoring program will be monitored in a number of ways, including surveys, interviews, and focus group discussions beginning in October of 2007 and continuing through April of 2008. Evaluation of this program will be conducted on a quarterly basis so insure that the mentoring program is meeting the needs of faculty. The need for frequent assessment of this component of the UAB ADVANCE program is due to the critical importance of mentoring of junior faculty with respect to retention.

In addition the following evaluation activities will be conducted during the 2007-2008 academic year:

1. Assessment of "Lunch and Learn" seminars as indicated by number of participants and the level of satisfaction with the programs (monthly).
2. Review of the Faculty Research Grant program to include the quality of the final reports (metric will be developed) and the numbers of extramural grants both applied for and received.
3. Interviews with selected UAB ADVANCE department chairs to assess the impact of attendance at the Department Chair Training workshops and seminars with respect to understanding issues related to women and minorities. These evaluation activities will occur during Summer of 2007, November of 2007 and March of 2008.

4. Interviews will all newly hired faculty in the ADVANCE schools (to include both women and men) for the purpose of obtaining information regarding their hiring process and the subsequent support which they received as a first year UAB faculty member. Faculty who received UAB ADVANCE awards will be compared to those not receiving ADVANCE awards.

***b. External Program Review***

We plan an external review by individuals who have knowledge and experience with ADVANCE Institutional Transformation programs. We have invited Dr. Shirley Malcom (AAAS) and Dr. Sue Rosser (Georgia Tech) to serve in this capacity. We plan for our external reviewers to visit UAB in late August 2007. The purpose of this first visit will be to review our proposed activities for the 07/08 academic year, and provide feedback for additional activities and/or strategies. The reviewers will be provided updates throughout the year and will visit campus again in April of 2008. The purpose of this second visit will be to review assessment data from activities conducted throughout the year. The reviewers also will provide feedback on future activities to accomplish the goals of the project.

### III. Publications, Presentations, and Extramural Funding for ADVANCE Funded Faculty

ADVANCE Faculty have been quite successful in publication, presentation at national meetings and national recognition as well as securing extramural funding. To date, 38 articles have been published by ADVANCE funded faculty since June 2006. ADVANCE funded faculty have represented UAB and delivered 59 individual conference presentations since June 2006. Since June 2006, Sharyn Jones, Virginia Sisiopiku, Sarah Parcak, and Donna Handley have all secured extramural funding totaling \$1,238,895.00. **(See Appendix D for a list of Publications and Presentations by ADVANCE Faculty.)**

Additionally, Dr. Michele Wilson, was awarded the UAB President's Diversity Award on January 25, 2007 for her years of courageous and dedicated service to the University, Community, and State in furthering the cause of diversity and social justice.

#### *Extramural funding acquired by ADVANCE funded investigators since June 1, 2006:*

##### **Sharyn Jones, PhD**

2007-2008     \$24,000

The National Geographic Society, Research and Exploration Grant, *Past and Present Views on Biodiversity and Marine Resource Exploitation in the Lau Islands, Fiji*. Role: Project PI.

2007-2010     \$270,000

National Science Foundation Collaborative Research- *Long term Dynamics of Population Growth, Agricultural Intensification, and Sociopolitical Change: Hawaii as a Model System (1200-200 yr. BP)*. Funding for 3 years 1/07-12/10. Role: collaborator and project Zooarchaeologist.

##### **Virginia Sisiopiku, PhD**

2007-2008     \$175,079

Bridge Weigh-in-Motion (B-WIM) System Testing and Evaluation, W.A. Hitchcock (PI), Uddin N., V.P. Sisiopiku, J. Kirby, T. Abu-Amra, J. Richardson, and H.A. Toutanji (co-PIs), University Transportation Center for Alabama

2007-2008     \$268,210

Managed Lanes: Current Status and Future Opportunities, V.P. Sisiopiku (PI), A. Sullivan (Co-PI), University Transportation Center for Alabama

2007             \$101,567

Use of Traffic Responsive Signals to Address Weather Related and Non-Recurring Congestion, A. Sullivan (PI), V.P. Sisiopiku and R.W. Peters (co-PIs), University Transportation Center for Alabama

2007             \$150,000

Traffic Signal Systems on Oversaturated Arterials, S. L. Jones (PI), V.P. Sisiopiku, M. Anderson (Co-PIs), University Transportation Center for Alabama

2007-2008     \$24,332

Funding Student Professional Development Activities, M. Anderson (PI), V. P. Sisiopiku, D. Turner (Co-PIs), University Transportation Center for Alabama

**Virginia Sisiopiku (cont.)**

2006-2007	\$149,986	Development of a Dynamic Traffic Assignment Model to Evaluate Lane Reversal Plans for I-65, V.P. Sisiopiku (PI), A. Sullivan (Co-PI), Alabama Department of Transportation
2006	\$20,721	Review of Urban Transit Systems in Alabama, M. Anderson (PI), V. P. Sisiopiku, S. Jones (Co-PIs), University Transportation Center for Alabama

**Sarah Parcak, PhD**

2006-2007	\$50,000	UAB Research Endowment Fund
	\$2,000	Seven Pillars of Wisdom Fund (UK)

**Donna Handley, PhD**

2007	\$3,000	West Blount Community Foundation Award, Co-PI with Jeremy Hall.
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## IV. Organizational Structure

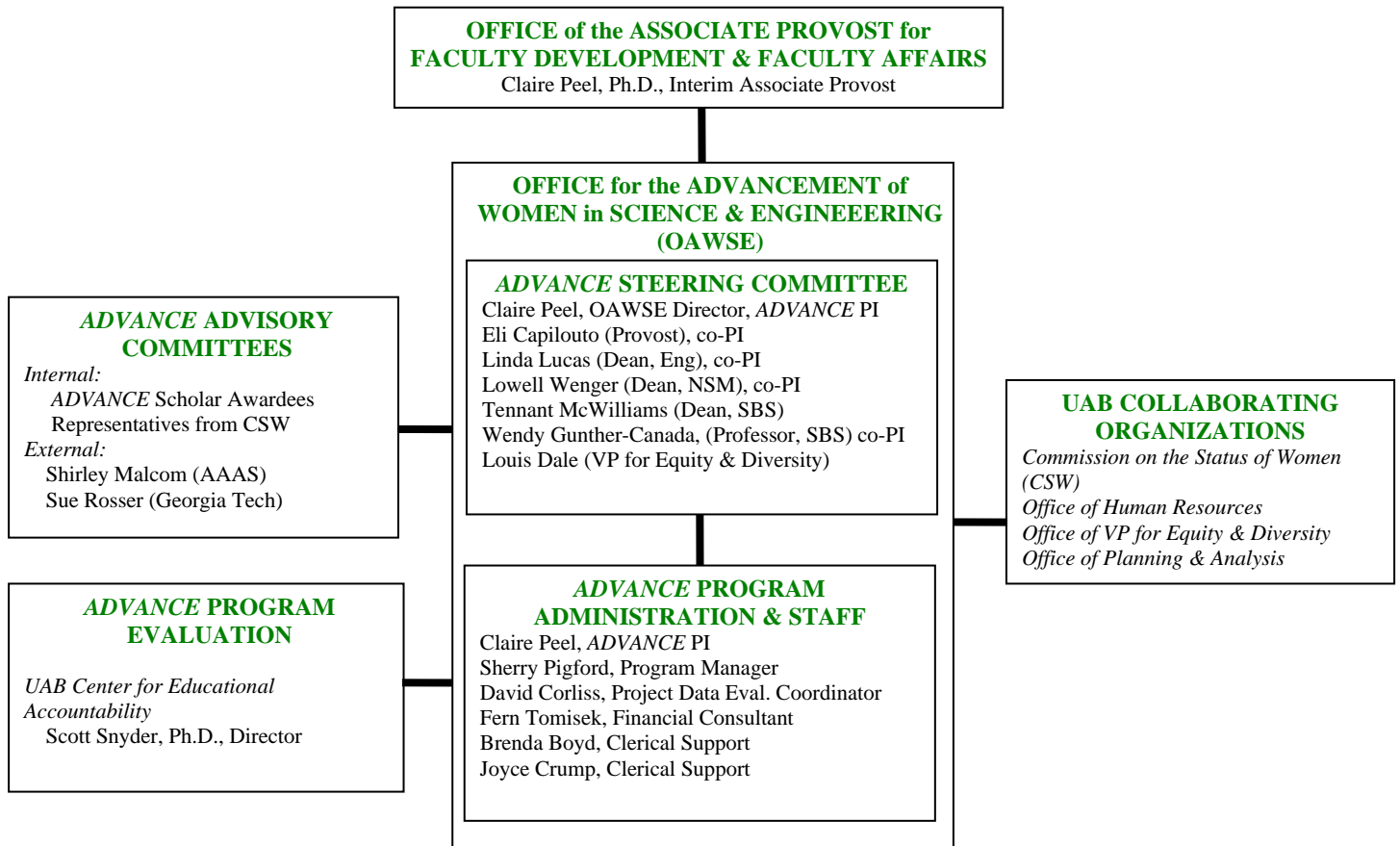
### A. Organizational Overview

During the third year of the project, the program was moved from the Graduate School to the Office of the Associate Provost for Faculty Development and Faculty Affairs. This was a logical and strategic move because of the role of the Associate Provost in the recruitment of faculty, the university-wide faculty development program, and the creation and revision of faculty policies and procedures. The Associate Provost for Faculty Development and Faculty Affairs (Dr. Rose Scripa) served as the ADVANCE Principal Investigator throughout the third project year, working closely with a School of Education faculty member (Dr. Gypsy Abbott) who served as Project Director, both at 50% effort. During that time, the Co-PIs Dr. Wendy Gunther-Canada, Dr. Linda Lucas, and Dr. Lowell Wenger provided approximately 10% effort. Part-time clerical support was provided through the Office of the Associate Provost. Dr. Scripa resigned from the Associate Provost position in November 2006. Dr. Eli Capilouto, the UAB Provost appointed Dr. Claire Peel as Interim Associate Provost in November 2006.

On October 20, 2006, NSF submitted the 2006 site visit report to UAB, placing temporary restrictions on the UAB ADVANCE program activities and requesting a written plan for proceeding. In early November 2006, the Provost organized a committee to draft a response to the site visit report. The team was chaired by the Provost (Dr. Eli Capilouto) and included the ADVANCE PI, ADVANCE Co-PIs, the Dean of the School of Social & Behavioral Sciences, the Vice President for Equity and Diversity, the ADVANCE Project Director, the ADVANCE Data Coordinator, and the Assistant Vice President for UAB Financial Affairs. The Interim Associate Provost and the Director of the UAB Center for Educational Accountability were added later to the team. The response to the site visit report was written and sent to NSF in March 2007 with a follow up conference call on March 7, 2007. The next day, NSF contacted Dr. Capilouto and authorized UAB to proceed. As a result of feedback from the site visit report, the site visit response committee, and other external groups, a revised organizational structure was created and implemented in March 2007. The revised organizational structure is shown on the following page. The central coordinating body is the Office for the Advancement of Women in Science and Engineering (OAWSE), which is managed by a full time Program Manager, Ms. Sherry Pigford. The PI works closely with the Program Manager in the coordination of all ADVANCE activities. Ms. Brenda Boyd also is located in the OAWSE and provides both clerical support and data management support (0.5 FTE). Other staff that support the project are Ms. Joyce Crump (Project Analyst in the Office of the Associate Provost) and Dr. David Corliss (Project Data and Evaluation Coordinator).

The leadership team for the project is the ADVANCE Steering Committee which consists of the PI, Co-PIs, Dr. Tennant McWilliams (Dean of the School of Social & Behavioral Sciences), and Dr. Louis Dale (Vice President for Equity and Diversity.) The steering committee meets at least once a month for 1½ to 2 hours with an agenda prepared by the PI and Program Manager. The Co-PIs are involved in leading specific initiatives. Specifically, Dr. Linda Lucas will be leading the professional development activities for department chairs; Dr. Lowell Wenger will be leading the development of the formal mentoring program; and Dr. Wendy Gunther-Canada will be developing the program for the Lunch and Learn series for 2007-2008. Dr. Scott Snyder, as Director of the UAB Center for Educational Accountability, is responsible for the internal evaluation for UAB ADVANCE. In addition to attending Steering Committee meetings, the Provost meets weekly with the PI to discuss the progress of the ADVANCE program.





The structure described above appears to be working well both for the day-to-day management of ADVANCE activities and for more long term strategic planning for the project. The involvement of the deans, Vice President for Equity and Diversity, and the Provost are essential for incorporating ADVANCE initiatives into sustainable activities within UAB.

## B. Persons Paid Directly by ADVANCE Funds

### i. Claire Peel, PhD PT, FAPTA, Interim Associate Provost for Faculty Development and Faculty Affairs

Dr. Peel assumed the role of PI in mid-March 2007. She is responsible for the ADVANCE program leadership and overall management, including project implementation and evaluation. She is currently providing 50% effort to ADVANCE, funded out of the NSF Year 3 carryover budget. Next year, her 50% ADVANCE effort will be funded 36% by NSF with 14% cost sharing.

### ii. Sherry Pigford, BS, Program Manager

Ms. Pigford is responsible for the day-to-day operations and management of the ADVANCE program, the implementation of the certain program activities, and the collection of pertinent data and information from various activities for evaluation and assessment. The Program Manager is also responsible for the production and dissemination of reports, presentations, and brochures about the program, and is located in the OAWSE. She is a full-time employee, dedicated 100% to ADVANCE.

**iii. Lowell Wenger, PhD, Co-PI, Dean School of Natural Sciences and Mathematics**

Dr. Wenger continues to serve as a Co-PI of the UAB ADVANCE program. He is a member of the Steering Committee, and coordinates the newly developed Mentoring Program. Beginning April 2007, Dr. Wenger temporarily increased his effort to 20% to focus on the re-start of ADVANCE activities, funded out of the NSF Year 3 carryover budget. He is currently planning to return to his Year 3 level of 10% effort next year, to be funded 8% by NSF and 2% cost sharing.

**iv. Linda Lucas, PhD, Co-PI, Dean School of Engineering**

Dr. Lucas continues to serve as a Co-PI of the UAB ADVANCE program. She is a member of the Steering Committee and coordinates the department chair training activities. Beginning April 2007, Dr. Lucas temporarily increased her effort to 20% to focus on the re-start of ADVANCE activities, funded out of the NSF Year 3 carryover budget. She is currently planning to return to her Year 3 level of 10% effort next year, to be funded 8% by NSF and 2% cost sharing.

**v. Wendy Gunther-Canada, PhD, Co-PI, Professor, Department of Government, School of Social and Behavioral Sciences**

Dr. Gunther-Canada continues to serve as a Co-PI of the UAB ADVANCE program. She is coordinator of the Lunch and Learn Series. Dr. Gunther-Canada temporarily increased her effort to 20% to focus on the re-start of ADVANCE activities, funded out of the NSF Year 3 carryover budget. For next year, she will continue to provide 20% effort.

**vi. Shelia Searson, Joyce Crump, and Brenda Boyd, Clerical Support**

Ms. Joyce Crump, Project Analyst for the Associate Provost for Faculty Development and Faculty Affairs, joined the Associate Provost Office staff in July 2006, replacing Ms. Shelia Searson. She has been providing clerical support to UAB ADVANCE and will continue to provide some services in the future. In June 2007, we are also adding a new part-time employee, Ms. Brenda Boyd, who will be solely dedicated to ADVANCE. Clerical support is provided to assist the PI and Program Manager with administering the grant, scheduling committee meetings and workshops, inviting participants, data management, etc.

**vii. David Corliss, PhD, ADVANCE Data Coordinator, The Data Coordinator will provide oversight in the collection of data and provide quantitative analysis of institutional data as part of the NSF indicators database. His 20% total effort during Year 3 was provided half by ADVANCE funding and half by cost sharing. His current 10% effort is being funded out of the NSF Year 3 carryover budget. Based upon current planning of next year's data coordinator tasks, he is planning to provide 5% effort next year.****viii. Gypsy Abbott, PhD, Former ADVANCE Project Director, Dr Abbott assumed the role of UAB ADVANCE Project Director (50% effort funded by NSF) in October 2005. She served in this role until January 2007 when the project administrative structure was reorganized.****ix. Rose Scripa, PhD., Former ADVANCE PI, Former Associate Provost for Faculty Development And Faculty Affairs, Professor, Material Science & Engineering**

Dr. Scripa served as PI for UAB ADVANCE from September 1, 2005 until March 2007 when Dr. Claire Peel assumed this role. During that time, Dr. Scripa contributed 50% of her effort to the UAB ADVANCE grant, distributed equally between the ADVANCE grant and UAB's cost sharing commitment.

**x. Cheryl Moser, Former UAB Spouse/Partner Relocation Program Manager**

Dr. Moser managed the UAB Spouse/Partner Relocation Program from April 2004 through December 2006. UAB ADVANCE dropped its partial funding of Dr. Moser's salary as part of their recent reorganization, though aspects of the program are expected to continue with institutional funding.

**xi. Helena Sviglin, Former Research Associate**

Ms. Sviglin provided data management services to UAB ADVANCE until September 2006. Most of her activities were reorganized under Dr. David Corliss.

**C. Persons Working on ADVANCE--Paid from Other Sources:**

<b>Name</b>	<b>Title</b>	<b>Role in Project</b>	<b>Years attached to project</b>
Eli Capilouto DMD, ScD, MPH	Provost	Co-Principal Investigator	2003-2007
Tennant McWilliams, PhD	Dean of Social and Behavioral Sciences	Steering Committee Member	2003-2007
Louis Dale, PhD	Vice President for Equity and Diversity	Steering Committee Member	2003-2007
Fern Tomisek, CPA	Assistant Vice President for Financial Affairs	Financial Consultant	2006-2007
George Liber, PhD	Professor, Social and Behavioral Sciences	Faculty Award Reviewer	2006-2007
Pam Bounelis, PhD	Asst Dean For Biomedical Research	Faculty Award Reviewer	2003-2007
Thomas Jackson, PhD	Dir Research Engineering	Faculty Award Reviewer	2006-2007
Charles Watkins, PhD	Prof/Assoc Dean Chemistry	Faculty Award Reviewer	2006-2007

## V. ADVANCE Impact Overall

### A. Summary of Quantitative Analysis of Key Indicators

#### i. The numbers in context

Before presenting more detailed annual updates it is useful to look at global faculty changes in the ADVANCE schools over time. It is easier to make judgments about the meaning of the numbers with these overviews in mind. The reason for this is that, given the small numbers of women in many of the cells in the data tables, small changes in a given year in a given cell can appear as large effects and small but real effects of program changes can be masked by annual fluctuations.

Figure 1 shows the numbers of all full-time faculty by ADVANCE school<sup>1</sup>, rank, gender, and tenure status as of October each year from 1999 through 2006. These data are taken from tables in *UAB Facts & Figures*, the official publication of the UAB Office of Planning and Analysis.

The solid lines in Figure 1 show the total numbers of men and women while the dashed lines are the numbers of tenured men and women. Since the grant was awarded in September of 2003, all data from the fall of that year back to 1998-1999 establish baseline levels and trends. It is evident that some of the trends that are moving in the desired direction (e.g., number of women in SBS) started before the initiatives could be put in place.

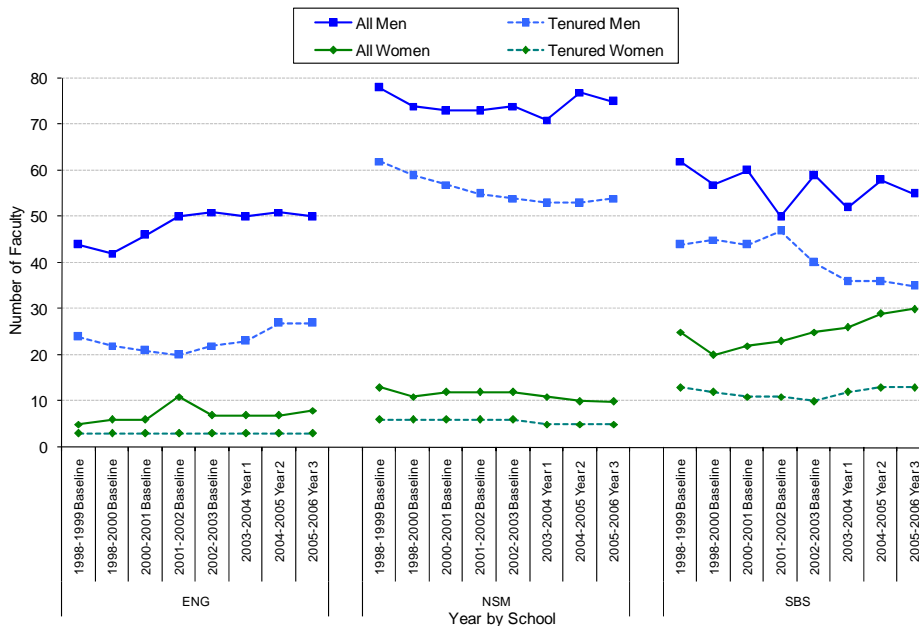


Figure 1. Numbers of full-time faculty by school, rank, gender, and tenure status in the ADVANCE schools as of October of each year. (Source: *UAB Facts & Figures* 1999-2000 through 2006-2007 editions)

Figure 2 shows these same data as percentages. The solid lines show the numbers of men and women as a percentage of the total. The dashed lines show the numbers of tenured men and women as a percentage of the total number of tenured faculty.

<sup>1</sup> The department of Finance, Economics & Quantitative Methods in the school of business was not included these overview figures.

The geometric mean of the losses and gains in the total number of faculty across the three schools from 1999 to 2006 were -0.4%, -0.1%, 1.5%, and 0.8% for all men, tenured men, all women, and tenured women, respectively. For all practical purposes the total number of faculty in the ADVANCE schools is flat. Consequently, unless there is overall growth in the total number of faculty, the opportunities for increasing the numbers of women will depend on attrition among men. The percentages above indicate that this appears to have been happening to a very small degree. Figure 3 shows that there will, however, be opportunities for hiring women over the next few years in these three schools due to the significant number of men eligible for retirement.

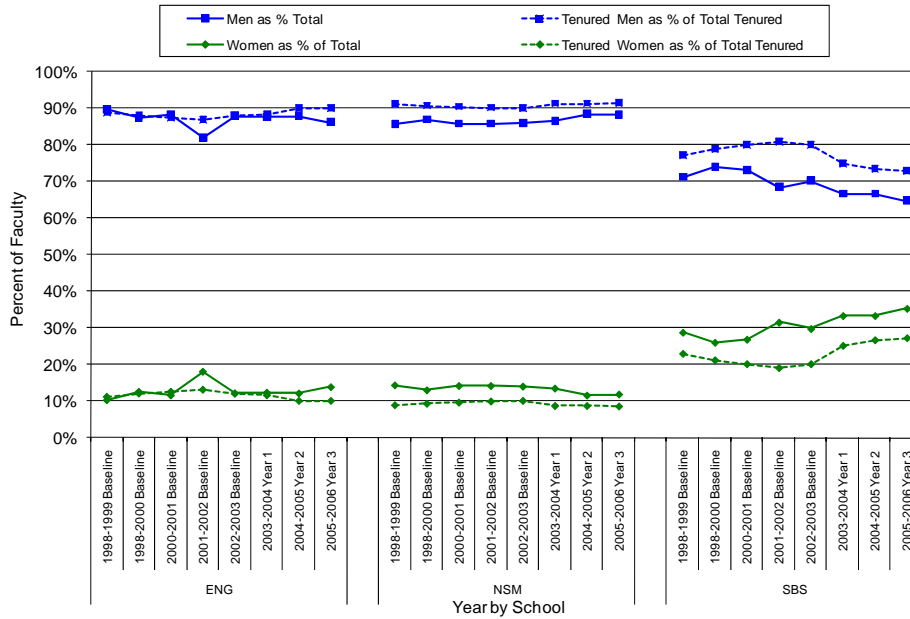


Figure 2 Percentages of full-time faculty by school, rank, gender, and tenure status as of October of each year. (Source: *UAB Facts & Figures* 1999-2000 through 2005-2006 editions)

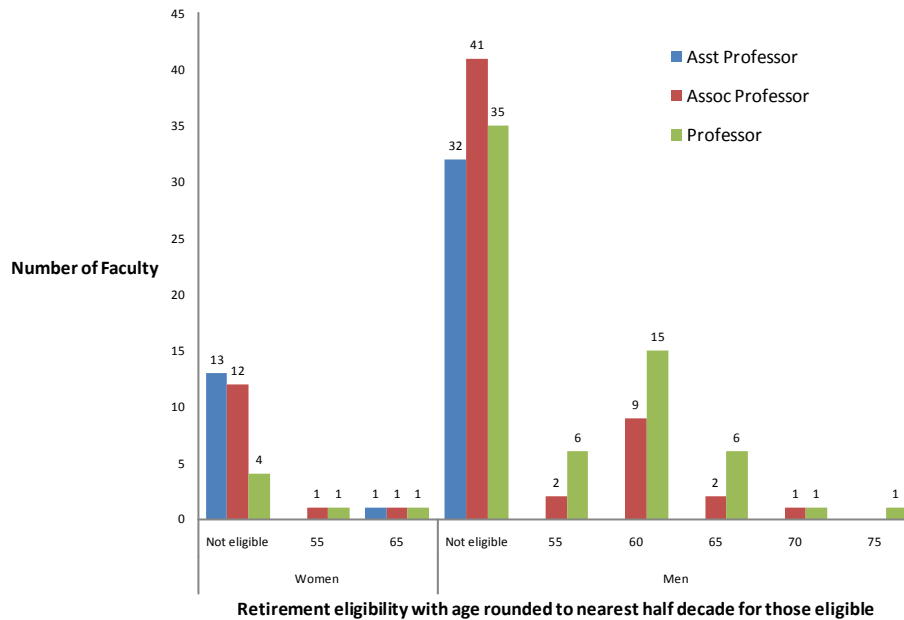


Figure 3. Number of women and men eligible and not eligible for retirement by rank and (for those eligible) age. A person is eligible at age 60 with 10 years of service or at any age with 25 years of service. Only tenured and tenure-earning faculty are included in this figure since this is population of interest in the subsequent figure and tables. Of the 151 men, 43 (28.5%) are eligible for retirement.

**ii. Data source for following tables**

The tables below were generated from data extracted from the Oracle HR system, the official data set for the university. In keeping with the institution’s reporting cycle, any data changes reflect events that occurred between October 1, 2005 and September 30, 2006. All counts are reported as of September 30, 2006. This timing is slightly out of phase with the grant period but, as is evident by the above analyses, this shift in the reporting period is not going to significantly change any of the conclusions that can be drawn from the data.

**iii. Definition of Faculty**

For the purposes of annual reporting the January 2005 Toolkit defines faculty as those who are tenured or tenure-track only. It excludes temporary, irregular, emeritus, volunteer, visiting, or other special faculty designation. In addition to adhering to this definition for this report, we have excluded part-time regular faculty and faculty who retain a faculty appointment within a school but who hold full-time administrative positions outside their school. Academic administrators within a school are included in the counts in this report.

**iv. Results**

**a. Detailed changes in the numbers of tenured and tenure-track faculty in the ADVANCE schools**

Figure 4 shows a more detailed view of the dynamics of faculty movement in the ADVANCE schools between 2001 and 2006. The total numbers of faculty in each school are shown in the thin lines. These totals are the same as those in Figure 1. The lines with the data point markers are the full-time tenure-track and tenured faculty. The gains and losses due to hiring, promotions, resignations, retirements, and other reasons are coded in the various bars. It should be noted that all the major events are captured for these faculty. There are instances where an event in a faculty member’s career, such as being employed on a contract in one period and actually becoming a faculty member in another, necessitates coding them in the other gains/losses category. These usually total 1 or 2 per year and they end up being accounted for in the standard categories in the following period. These data indicate small but positive increases in the number of women at the assistant professor and professor levels during the last year. At the same time, there is no change in men at the assistant professor level and a small decrease in men at the professor level.

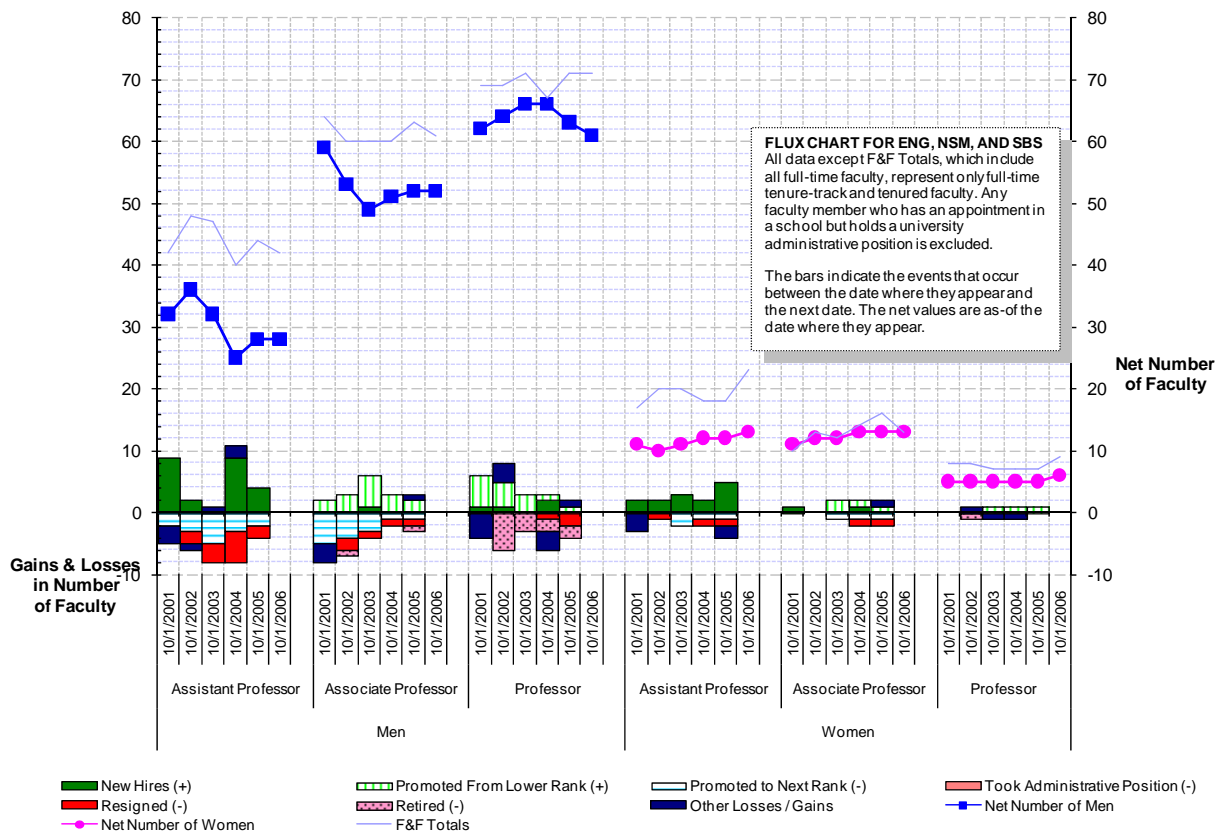


Figure 4. Changes in the numbers of tenured and tenure-track faculty by year, rank, and gender for EGR, NSM, and SBS.

**b. Number of tenured and tenure-track faculty by department, rank, and gender**

While the above figures show trends, Table 1 is a static picture of the counts of women and men in each of the faculty ranks by school and department as of 9/30/2006. In this view it is easy to see how faculty members are distributed by rank among the departments. It is interesting to note that two of the three women in the School of Engineering are in administrative positions.

Table 1. Number tenured and tenure-track faculty in ADVANCE schools by department, race, gender, and rank as of 9/30/2006. Separate rows (marked with and X) have been added to indicate hires within the previous year.

School	Department	Hired Last Year	Race	Women			Men			Grand Total	Percent Women		
				Professor	Assoc Professor	Asst Professor	Professor	Assoc Professor	Asst Professor		Professor	Assoc Professor	Asst Professor
BUS	Finance, Economics & Quantitative Methods		White / Non Hispanic		1		4	2	1	8		13%	
			Asian / Pacific Islander				1	1		2			
		X	White / Non Hispanic			1				1			100%
<b>BUS Total</b>					1	1	5	3	1	11		9%	9%
ENG	Biomedical Engineering		White / Non Hispanic				4	7		11			
		X	Asian / Pacific Islander			1			1	2			50%
	Civil, Construction & Environmental Egr		White / Non Hispanic		1		1	2	2	6		17%	
			Asian / Pacific Islander					1		1			
	Electrical & Computer Engineering		White / Non Hispanic				3	2	1	6			
	Materials Science & Engineering		White / Non Hispanic				2	1		3			
			Black / Non Hispanic					1		1			
			Asian / Pacific Islander				1	1		2			
	Mechanical Engineering		White / Non Hispanic				1		1	2			
			Asian / Pacific Islander				1		2	3			
School of Engineering Dean's Office		White / Non Hispanic	1	1		1			3	33%	33%		
<b>ENG Total</b>				1	2	1	14	15	7	40	3%	5%	3%
NSM	Biology		White / Non Hispanic				5	5	1	11			
			Asian / Pacific Islander	1			1			2	50%		
	Chemistry		White / Non Hispanic				5	2	1	8			
			Asian / Pacific Islander						2	2			
		X	Hispanic						1	1			
	Computer & Information Science		White / Non Hispanic				3	4	1	8			
			Asian / Pacific Islander			1			1	2			50%
	Mathematics		White / Non Hispanic	1		1	9	3	1	15	7%		7%
			Black / Non Hispanic				1			1			
			Asian / Pacific Islander		1		1	1		3		33%	
Physics		White / Non Hispanic		1		3	2	2	8		13%		
		Hispanic					1	1	2				
		Asian / Pacific Islander					1	1	2				
School Nat Sci & Math Dean's Office		White / Non Hispanic				1	1		2				
<b>NSM Total</b>				2	2	2	29	20	12	67	3%	3%	3%
SBS	Anthropology		White / Non Hispanic		1	1	2		1	5		20%	20%
			Asian / Pacific Islander						1	1			
	X	White / Non Hispanic			2				2			100%	
	Government & Public Service		White / Non Hispanic	1		3	1	2	3	10	10%		30%
			Black / Non Hispanic			1				1			100%
			Asian / Pacific Islander					1		1			
X	White / Non Hispanic							1	1				
History		White / Non Hispanic	1	2		3	5	2	13	8%	15%		

School	Department	Hired Last Year	Race	Women			Men			Grand Total	Percent Women		
				Professor	Assoc Professor	Asst Professor	Professor	Assoc Professor	Asst Professor		Professor	Assoc Professor	Asst Professor
	Justice Sciences		White / Non Hispanic			1		2	2	5			20%
			Black / Non Hispanic		1					1		100%	
		X	Black / Non Hispanic						1	1			
	Psychology		White / Non Hispanic	1	1	1	6	5		14	7%	7%	7%
			Hispanic		1					1		100%	
			Asian / Pacific Islander						1	1			
	School of Social & Behavioral Sci Dean's Office		White / Non Hispanic				1			1			
	Sociology		White / Non Hispanic		3		2	2		7		43%	
			Asian / Pacific Islander				1			1			
		X	White / Non Hispanic			1				1			100%
SBS Total				3	9	10	16	17	12	67	4%	13%	15%
Grand Total				6	14	14	64	55	32	185	3%	8%	8%

INCLUDES: Tenure-Track, and Tenured faculty, Full-time Regular Faculty, Faculty serving as departmental chairs, deans, and in other school or department leadership roles. EXCLUDES: Research faculty, Faculty designated as Emeritus, University, and similar ranks, Assoc Provost for Faculty Development & Faculty Affairs (1 White Female Professor in Engineering), Special Assistant to the Provost-SIS (1 White Male Professor in Engineering), Vice President For Equity and Diversity (1 African American Male Professor in Natural Science & Mathematics)

**c. Promotions**

Data on tenure and promotion are available only for individuals who earned tenure and/or were promoted. The following tables therefore include only successful promotions. The latest data shown in Table 2 are for the period from October 1, 2005 to September 30, 2006.

Table 2. Numbers of faculty promoted by school, department, and gender.

School	Department	Rank Change	Women	Men	Total
ENG	Biomedical Engineering	Assoc Professor to Professor		1	1
	Materials Science & Engineering	Instructor to Asst Professor	1		1
NSM	Chemistry	Asst Professor to Assoc Professor		1	1
SBS	Government & Public Service	Assoc Professor to Professor	1		1
	History	Asst Professor to Assoc Professor		1	1
		Instructor to Asst Professor	1		1
	Justice Sciences	Instructor to Asst Professor	1		1
	Psychology	Asst Professor to Assoc Professor	1	1	2
		Instructor to Asst Professor		1	1
Sociology	Instructor to Asst Professor	1		1	
Grand Total			6	5	11



**d. Faculty departures**

Table 3. Faculty who left the university between October 1, 2005 and September 30, 2006.

School	Reason	Women		Men			Grand Total
		Assoc Professor	Asst Professor	Professor	Assoc Professor	Asst Professor	
BUS	101 Resigned - Voluntary		1				1
	312 Deceased While Employed			1			1
ENG	101 Resigned - Voluntary					1	1
	111 Retired With Years of Service				1		1
NSM	101 Resigned - Voluntary				1		1
	111 Retired With Years of Service			2			2
SBS	101 Resigned - Voluntary	1		2		1	4
	241 Tenure Not Awarded		1				1
Grand Total		1	2	5	2	2	12

**e. Leadership positions by gender**

Two of twenty-one leadership positions in the three ADVANCE schools were women. All are in or from the School of Engineering.

Table 4. Faculty in leadership positions by school rank, department, and gender as of September 30, 2006.

School	Rank	Department	Title	Gender
ENG	Professor	Biomedical Engineering	Prof/Chairman Engineering 12 Mo	M
		Civil, Construction & Environmental Egr	Prof/Chairman Engineering 12 Mo	M
		Materials Science & Engineering	Prof/Chairman Engineering 12 Mo	M
		Mechanical Engineering	Prof/Chairman	M
		School of Engineering Dean's Office	Dean Sch Of Engineering 12 Mo	F
	Associate Professor	Electrical & Computer Engineering	Assoc Prof/Chair Eng 12 Mo	M
	School of Engineering Dean's Office	Assoc Prof/Assoc Dean	F	
NSM	Professor	Biology	Prof/Chairman Nat Sci and Math	M
		Chemistry	Prof/Assoc Dean	M
			Prof/Chairman Nat Sci and Math	M
		Computer & Information Science	Prof/Chairman Nat Sci and Math	M
		Mathematics	Prof/Chairman Nat Sci and Math	M
			Physics	Dean Sch Of Nat Sci and Math 12 Mo
	Prof/Chairman Nat Sci and Math	M		
SBS	Professor	Anthropology	Prof/Chairman	M
		History	Dean Sch Of Soc and Behav Sci	M
		Psychology	Prof/Chairman Soc/Behav Sci	M
		Sociology	Prof/Chairman Soc/Behav Sci	M
	Professor Endowed	History	Prof/Chairman Soc/Behav Sci	M
	Associate Professor	Government & Public Service	Assoc Prof/Chairman	M
		Justice Sciences	Assoc Prof/Chairman	M

Table 5. New Tenure-Track Hires 2006-2007

First Name	Last Name	Race	Hire Date	Department	Title
Erika	Austin	White / Non Hispanic	08/07/2006	Sociology	Asst Prof
Sarah	Parcak	White / Non Hispanic	08/23/2006	Anthropology	Asst Prof Soc and Behav Sci
Sara	Helms	White / Non Hispanic	08/24/2006	Finance, Economics & Quantitative Methods	Asst Prof Business
Sylvie	Mrug	White / Non Hispanic	08/28/2006	Psychology	Asst Prof Soc and Behav Sci
Yuhua	Song	Asian / Pacific Islander	09/14/2006	Biomedical Engineering	Asst Prof Engineering

## B. Climate for Women at UAB

During the past year, interviews and surveys have been conducted to help project personnel and university leaders understand faculty climate and work-life satisfaction at UAB. This section of the report summarizes results of interviews and presents initial results of a faculty survey which was conducted during May 2007.

### Faculty Interviews:

Interviews with 13 faculty who had received ADVANCE awards were conducted using a 15-item interview protocol. Dr. Gypsy Abbott conducted all interviews. Data were transcribed and were coded by two coders to insure inter-coder reliability. All items were discussed in a standard order to further insure reliability. Three themes emerged which were perceived by respondents as critical to work life satisfaction:

- Start-up packages were critical for the newly hired faculty both in their decisions to come to UAB and for having the resources needed to begin to quickly make progress in their research agendas.
- All interviewees indicated that the ADVANCE Research Award program has made a significant difference in their research productivity whether they were junior or mid-career faculty.
- Allocation of resources (office and research lab space) were considered satisfactory or more than satisfactory by 12 of the 13 faculty interviewed.

Based on the interviews, there still appears to be important work to do in several other key areas:

- Concerns were noted regarding the difficulty of maintaining productivity at work while also effectively managing home responsibilities such as children or aging parents. The interviewees indicated a need for additional family friendly policies.
- The strong majority of awardees indicated the need for a mentor in multiple capacities, such as for teaching, research and networking.
- The Spouse/Partner program provided a lower level of satisfaction than other programs on campus that were discussed during the interviews. Several individuals indicated no follow-up from the program after the initial contact was made. The number of dual professionals seems to be rising. Consequently, this is an important area to be addressed by UAB.

### Work-Life Survey Results:

To examine Work-Life satisfaction at UAB in a broader framework, a web-based survey was developed during spring 2006 and spring 2007 and administered to all UAB faculty in ADVANCE-targeted schools on May 10, 2007. A total of 164 responses of a possible 270 were provided for analysis. However, after the data were verified, only 148 of the 164 were considered to be valid responses. A return rate of 54% was obtained. As noted in the NSF Toolkit (Frehill et al., September 2006), a 50% return rate is considered an exceptional response rate when institutional data are being collected. Thus, these responses are considered to be a reasonable sample to use for describing faculty perceptions of these issues

Survey responses were received from 148 faculty representing the School of Engineering (n=42, 72% of faculty in ENG), the School of Natural Sciences and Mathematics (n=37, 44% of faculty in NSM), the School of Social and Behavioral Sciences (n=52, 61% of faculty in SBS), and the Department of Finance in the School of Business (n=3, 19% of faculty in Dept. of Finance). The remaining 14 respondents failed to indicate a school affiliation.

The percentages of male and female respondents approximated the gender breakdowns in the targeted schools (39 females, 26.4%; 100 males, 67.6%; 9 gender not reported, 6.1%). As more responses were received from men, the overall results when not separated by gender will be influenced more by males than females. Given the focus of this project and the unequal distribution of responses for men and women, all variables in the survey were examined to determine whether differences in responses were a function of gender.

Completion rates by rank show that 38.2% of respondents were professors, 26.5% were associate professors, and 28.7% were assistant professors. Nine respondents (6.6%) were instructors. The majority of respondents (77.9%) were aware of ADVANCE activities and 63 respondents (43.2%) indicated that they had participated in ADVANCE activities.

The following results are considered preliminary. More rigorous analysis and interpretation of the data will occur over the next several months.

Contingency table analyses (chi-square) were used to determine whether responses to closed ended questions were affected by gender. Responses for the majority of items indicated that male and female faculty shared common attitudes. However, statistically significant differences were found for several items. These preliminary results do provide evidence that UAB provides a climate that supports the success of female faculty in the targeted fields.

Over 75% of both male and female respondents agreed that:

- UAB is a good place to work
- they receive fair treatment at UAB
- they fit in at UAB
- the process for hiring faculty is conducted fairly
- they have opportunity to collaborate with colleagues at UAB who share their interests
- they have sufficient lab or office space to do their work
- their spouse/partner is satisfied with the quality of life in the geographic area
- they are satisfied with job security
- they are satisfied with their job at UAB overall

In addition, it should be noted that 74% of female faculty and 87% of male respondents felt that they are treated with respect at UAB.

Other results indicate areas of potential concern, either based on overall responses to the question, or based on differential responses between male and female respondents. These key findings include:

Female respondents were more likely to **disagree** with the following:

- that the environment is free of intimidation, harassment or discrimination.
- that faculty are treated fairly regardless of race or ethnicity.
- that faculty are treated fairly regardless of gender.
- that the recruitment of women and minority faculty is a top priority at UAB.
- that there is accountability for sexist behavior at UAB.

Female respondents were more likely to **agree** with the following:

- that personal or family responsibilities have slowed their advancement at UAB.
- that there are too few women and minorities in positions of leadership at UAB.
- that there are too few women in tenure track faculty positions at UAB.

In addition, Only 49% of women and 52% of men felt that UAB cares about the family/home life of faculty.

## Summary

At this point, only preliminary analyses have been completed on the Work/Life survey. More analyses will be conducted and the results will be shared with faculty and key stakeholders within the university. Plans for additional survey of work-life issues at the departmental level have been developed and will be conducted during the Fall 2007 semester. These departmental surveys will provide additional information about climate that will enable the project to compare 2007 results to the results from 2004.

## C. Policy changes

In 2005, a policy was approved and implemented that allowed a tenure clock extension for faculty with an approved continuous leave of 180 or more calendar days. During 2006, the Faculty Policies and Procedures Committee of the UAB Faculty Senate worked on additional policies that will allow faculty to move to part time status without loss of tenure or tenure earning status. The proposed policies also provide for faculty to request extension of their tenure earning time. These policies provide an option for female faculty who qualify for FMLA or personal leave. We anticipate that the proposed policies will be approved and implemented in 2007.

Another policy change, implemented in March of 2007, requests information on the race, ethnicity and gender of members of every search committee for faculty and upper level staff positions. In addition, every search committee requires African American representation, to the extent practical and educationally sound, for tenured/tenure tract faculty searches. This requirement is a result of settlement of the Knight vs. Alabama case, and facilitates appointment of search committees with members from diverse backgrounds.

## D. Attitudes towards Diversity of Faculty, Staff, and Administrators

To address the attitude of faculty, staff and administrators toward diversity, the university requires all of its faculty staff and administrators to take a Diversity Awareness Education (DAE) course. The course is provided in two parts; part I is online and part II is in class with a trainer and participants from other units. Each participant is given a certificate upon completion of the course. Evaluation data indicates that 82% of the participants are very pleased with the course. In addition, the number of diversity related issues has shown a decrease since implementation of the course.

We celebrate UAB Community Week each year to highlight our rich diversity. Awards are given to students, faculty and staff that go the extra mile in exhibiting positive diversity actions and attitudes. While favorable attitudes toward diversity are not 100% where they should be, we are making progress toward a 100% goal.

## E. Visibility of Women, Including Women of Color

Women have great visibility at UAB. First and foremost is the presence of a female president who is an outstanding advocate for diversity. We have two female vice presidents, two female deans, and several female department chairs. There is a Commission on the Status of Women that provides excellent leadership in issues that affect women on campus. We have a woman of color serving as chief human resource officer and a number of women faculty of color. A specific goal for the last two years of the ADVANCE grant is to improve the visibility of senior women scientists who are critical to the mentoring program.

## F. Most Successful Strategies UAB ADVANCE Project Employed

- Decreasing the isolation of female faculty through "lunch and learn" sessions and other ADVANCE activities
- Providing seed money for research through the Faculty Award Program
- Expansion of the original concept for the Commission on the Status of Women to all units of UAB including faculty, staff and students as committee members.

## G. Least Successful Strategies UAB ADVANCE Project Employed

- Absence of a full time project coordinator and clerical staff with sole responsibility to the ADVANCE program. (We have now hired a full-time Program Manager and a .5 FTE clerical staff.)
- Absence of a comprehensive internal evaluation component. (We have established a contract with the UAB Center for Educational Accountability to provide internal evaluation.)
- Need for additional focused efforts at the department level to overcome unconscious bias, in combination with aggressive strategies for the recruitment of female scientists in science and engineering departments. (We will address this coming year through chair training, search committee training, and other activities.)

## VI. The Future for UAB ADVANCE

The ADVANCE grant has been a stimulus to UAB by facilitating positive changes in institutional climate, faculty recruitment practices and support for female faculty in science and engineering departments. After the end of the ADVANCE grant period, the OAWSE will continue as a part of the Office of the Associate Provost for Faculty Development and Faculty Affairs. The administrative and staff personnel responsibilities initialized through ADVANCE funding will continue as university-wide faculty development activities are extended. Specific activities that were initiated by the ADVANCE grant will continue and be implemented for all faculty in the university. Such activities include the department chair training workshops, search committee training, and the mentoring program. The "Lunch and Learn" sessions will evolve as "faculty forums" and will address topics of interest to faculty.

The OAWSE will work closely with the Commission on the Status of Women (CSW) to advance gender issues at UAB. The CSW currently is addressing major issues identified by female faculty and staff that include parental leave, child care services, lactation centers and representation and compensation. By working together, the OAWSE and the CSW will be able to continuously monitor the current climate for women at UAB, and propose initiatives to assure a positive climate for women to pursue their personal and professional goals.

Opportunities will continue for female faculty to apply for seed money for research support. The University has committed \$120,000 per year for at least two years following the grant termination to support a Faculty Research Award program. In addition, faculty are eligible to apply for Faculty Development grants. The Provost increased the funding for this program from \$60,000 to \$90,000 for 2007. Both of these award programs will require matching by the department/school.

A future direction for UAB is a comprehensive faculty development program available to all faculty in the university. The program will have three components that address teaching/learning, research/scholarship and administrative/leadership skills. Each of the components will have activities for both beginning and experienced faculty. For example, the teaching and learning component will have a workshop series for new faculty that will address course design, syllabus creation, assessing students and other topics necessary to begin a career as a teacher. Additional workshops for experienced faculty will involve small group and collaborative teaching, problem-based learning, and the scholarship of the teaching/learning process. Opportunities will exist for faculty to become "teaching fellows" and serve as mentors for less experienced faculty. The other two components, research/scholarship and administrative/leadership skills, will have workshops that addresses topics of interest both for beginners, and for more experienced faculty. The administrative/ leadership skills workshops will involve seminars for "emerging leaders". Female faculty with an interest in serving in leadership positions will be encouraged to attend. We envision that this type of program will be used in recruitment, retention, and promotion of faculty, and will increase the number of female faculty in leadership positions. The program also should contribute to a positive work environment where faculty are motivated to excel in all of their responsibilities.

The OAWSE will continue to work closely with the Office of the Vice President of Equity and Diversity in the development of strategies to recruit minority female faculty, especially in the STEM disciplines. The combined infrastructure of the two offices is ideal to support creative initiatives in this area.

## APPENDIX A

### Faculty Research Award Funding 2006-2007

Faculty Name	School	Department	Research Award program	Title of Project	Total Budget
Yuhua Song, PhD	Engineering	Biomedical Engineering	Junior	Protein Interactions Underlying Fas-Mediated Apoptosis in Osteoclasts	\$ 22,500.00
Virginia P. Sisiopiku, PhD	Engineering	Civil, Construction, and Environmental Engineering	Senior	Study of the Impacts from One- to Two-way Street Conversation	\$ 30,000.00
Chengcui Zhang, PhD	Natural Sciences and Mathematics	Computer and Information Sciences	Junior	Abnormal Pattern Detection Using Semantic Clustering for Indoor Surveillance Videos	\$ 22,418.00
Yanni Zeng, PhD	Natural Sciences and Mathematics	Mathematics	Senior	Nonlinear Stability of Viscous Shock Waves	\$ 27,165.00
Mary Ellen Zvanut, PhD	Natural Sciences and Mathematics	Physics	Senior	Development of Microwave Conductivity Measurements for Ferroelectric Thin Films	\$ 30,000.00
Mickie L. Powell, PhD	Natural Sciences and Mathematics	Biology	Transition	The Role of Nutrition in the Maintenance and Response of the Innate Immune System of the Sea Urchin <i>Lytechinus variegatus</i> : A Model for Vertebrate Innate Immune Response	\$ 11,250.00
Brian Steele, PhD	Social and Behavioral Sciences	History	Junior	Jefferson's Gender Frontier: The 'natural equality' of Women and the Projection of American National Identity	\$ 5,000.00
Holly Brasher, PhD	Social and Behavioral Sciences	Government and Public Service	Junior	Lobbying the U.S. Congress	\$ 5,600.00
Erika Austin, PhD	Social and Behavioral Sciences	Sociology	Junior	Lesbian Health and Well-being in the Deep South: A Mixed-Methods Exploration	\$ 22,473.00
Sarah H. Parcak, PhD	Social and Behavioral Sciences	Anthropology	Junior	Satellite Remote Sensing at UAB: new approaches and new directions	\$ 15,000.00
Sylvie Mrug, PhD	Social and Behavioral Sciences	Psychology	Junior	Neighborhood and School Influences on Deviant Behavior in Early Adolescence	\$ 22,500.00
Rosalyn Weller, PhD	Social and Behavioral Sciences	Psychology	Senior	Functional Brain Imaging Studies of Decision-Making in Obese Women	\$ 30,000.00

Note: Spending end dates 6/30/2008, to give awardees approximately one year to complete their work.

**Submission Deadline: April 27, 2007**



**UAB ADVANCE 2007 Faculty Research Award Program**  
for  
Engineering, Natural Sciences & Mathematics, and Social & Behavioral Sciences Faculty

**UAB ADVANCE Junior Faculty Research Awards**

The Junior Faculty Research Awards are available to sponsor research and scholarship activities that will enhance the professional growth of *tenure-track* women faculty leading to their promotion and tenure. Awards supporting research in the area of a faculty member's specialization as well as scholarly work on issues of gender equity in the academy will be considered. Awards of up to \$15,000 will be made and require a match of 50% from the department and/or school. Award recipients are expected to use the funding to conduct research, to submit research findings for publication, and participate in other ADVANCE activities.

**UAB ADVANCE Transition Faculty Research Awards**

A Transition Faculty Research Award is available to sponsor research and scholarship activities that will enhance the professional growth of *non-tenure-track* (transition) women faculty leading to their promotion. Awards supporting research in the area of a faculty member's specialization as well as scholarly work on issues of gender equity in the academy will be considered. At this level, an award of up to \$7,500 will be made and require a match of 50% from the department and/or school. Award recipients are expected to use the funding to conduct research, to submit research findings for publication, and participate in other ADVANCE activities.

**UAB ADVANCE Senior Research Awards**

The Senior Faculty Research Award are open to *tenured* women faculty for advancing their scholarly pursuits or for changing the direction of their scholarship in order to advance their professional careers and/or progress towards promotion to Full Professor if at the Associate Professor rank. Awards may fund research directly related to issues of gender equity in the academy, to promote graduate and post-doctoral education for women in science and engineering, and to support research in the area of a faculty member's specialization. Awards of up to \$20,000 will be made and require a match of 50% from the department and/or school. Award recipients are expected to use the funding to conduct research, to submit research findings for publication, and participate in other ADVANCE activities.

Award proposals should include a UAB ADVANCE cover page (see <http://www.uab.edu/advance>) with signatures from the applicant, Department Chair, and Dean, a cover letter indicating willingness to participate in the ADVANCE program, a curriculum vita, a two-page proposal specifying research design and methodology, and a one-page budget including matching moneys with budget justification. If the applicant has received any prior ADVANCE funding (faculty research awards or start-up funding), the applicant must provide a one-page description detailing how the previous funding has advanced her professional career (and is leading to her promotion if applicable) and summarizing accomplishments to date including publications and efforts to secure other funding sources to support these previously ADVANCE-funded activities. Monies from any of these ADVANCE Faculty Research Awards can be used for release time from teaching to conduct research, summer salary, laboratory or office supplies, salary for graduate research assistant(s), and travel to collections, laboratories, academic conferences, and other ADVANCE institutions for conferences and workshops. All funds must be used during the award year and a final report will be required. Scholarship resulting from this award should acknowledge support from the UAB ADVANCE program through the sponsorship of the National Science Foundation. Selection criteria are similar to NSF including intellectual merit and broader impact of the proposed activity. (See [http://www.nsf.gov/pubs/gpg/nsf04\\_23/3.jsp#IIIA](http://www.nsf.gov/pubs/gpg/nsf04_23/3.jsp#IIIA) .)

**All faculty regardless of gender conducting research on gender issues and other related women-related studies in academy, but not necessarily on STEM population, are eligible to submit proposals to this award program and receive ADVANCE funding.**



## APPENDIX B

### RFP for Pilot Grant Program

**Submission Deadline: April 27, 2007**



## UAB ADVANCE

### 2007 Gender Equity Research Pilot Grant Program

The goal of the UAB ADVANCE Institutional Transformation Award funded by the National Science Foundation is to increase the recruitment, retention, and promotion of women faculty in academic science and engineering professions. In order to understand the institutional factors influencing the hiring and advancement of women, the UAB ADVANCE program and the Office for the Advancement of Women in Science and Engineering (OAWSE) are pleased to announce the 2007 Gender Equity Research Pilot Grant Program. This program seeks proposals from scholars interested in studying gender equity issues and other women-related issues in the Science, Technology, Engineering, and Mathematics (STEM) disciplines which will lead to enhancing the diversity and excellence of our university community. Specifically, proposals should focus on any one of the following three areas: microclimate issues and departmental interventions in STEM departments; factors influencing the number of African American women in the STEM pipeline in the South; and evaluation of the effectiveness of strategies to enhance the recruitment, retention, and promotion of women faculty in small STEM departments. See further description of the focus areas below. **All faculty regardless of gender are eligible for funding under this program.** Proposals from faculty within the Schools of Engineering, Natural Sciences and Mathematics, and Social and Behavioral Sciences are especially welcomed.

Grants up to \$25,000 are available with at least three grants being funded, preferably one in each area. Grant recipients are expected to use the funding to conduct research in a designated focus area, to submit these research findings for publication, and to present findings from their studies as part of the Symposium on Gender Issues to be held on the UAB campus in the summer of 2008.

#### **1. Academic Climate and Departmental Interventions in STEM Disciplines**

Academic climate studies have been the focus of several research studies at other ADVANCE institutions. The findings from these studies suggest that more substantive efforts are needed which specifically target department-level interventions (microclimate) as the daily interactions of faculty are primarily with their own department colleagues and chair. These interventions include improving the communication of department chairs with individual faculty and enhancing the knowledge of department chairs with institutional policies and procedures, especially those related to family-friendly programs. Thus proposals are sought which will study the microclimate within UAB STEM departments (may include STEM departments at other institutions as well as non-STEM departments at UAB) which could lead to the development of interventions that could be beneficial to the entire UAB campus. Moreover, studies including the development of potential interventions would be viewed very favorably. The development of survey instruments and questionnaires, the utilization of focus groups to collect quantitative and qualitative data about the recruitment, retention, and promotion of women faculty, and other quantitative methodologies should be described in the proposal.

## 2. Factors Influencing African American Women in the STEM Pipeline in the South

Studies have demonstrated that women graduate students and post-doctoral students are dropping out of the STEM pipeline for academic faculty positions. While these studies have analyzed data and identified the reasons for the leaks in the academic pipeline for women, these reports are typically based on national data in which the number of African American students is a relatively small fraction. There is no reason *a priori* to think that these factors have the same priority for women graduate students and post-docs from a particular geographic region and ethnicity. Thus a study focusing on these factors for African American women in the South should shed insight into best practices and whether additional strategies and interventions would reduce the leak of this extremely underrepresented group in the sciences and engineering departments. Campuses with large minority populations such as at UAB and doctoral Historical Black Colleges and Universities (HBCU) in Alabama and Mississippi provide a natural laboratory for scholarship in this area. The development and implementation of appropriate survey instruments, the utilization of focus groups to collect quantitative and qualitative data, and other proposed quantitative methodologies should be included in the proposal narrative.

## 3. Evaluation of Strategies for the Recruitment and Retention of Women in Small STEM Departments.

STEM departments with 10-to-20 faculty may have limited opportunities to recruit new faculty over extended periods of time, perhaps as low as 1 faculty hire every 3-to-5 years. This statistically low hiring rate further adds to the challenges of increasing the diversity of the faculty as compared to much larger STEM departments. So for these small doctoral/research intensive STEM departments it is extremely beneficial to know which recruitment and retention strategies would be the most effective or how to modify the more "popular" strategies to improve the probability of attracting women into their faculty ranks at these low hiring rates. Thus proposals which examine and evaluate the strategies to improve the recruitment and retention of women faculty in small STEM departments nationally are sought. Various ADVANCE institutions as well as other similarly sized STEM departments with doctoral programs at non-ADVANCE schools would be a logical starting point for this study. Proposed methodologies to conduct this study should be detailed in the proposal.

Award proposals should include a UAB ADVANCE cover page (see <http://www.uab.edu/advance>) with signatures from the applicant, Department Chair, and Dean, a cover letter indicating willingness to participate in the ADVANCE program, a curriculum vita, a five-page proposal specifying research design and methodology, and a one-page budget with budget justification. If the applicant has received any prior ADVANCE funding (faculty research awards or start-up funding), the applicant must provide a one-page description detailing how the previous funding has advanced their professional career and summarizing accomplishments to date, including publications and efforts to secure other funding sources to support these previously ADVANCE-funded activities. Monies from the ADVANCE Gender Equity Research Pilot Grant Program can be used for release time from teaching to conduct research, summer salary, supplies for conducting the proposed research, salary for graduate research assistant(s), and travel for data collections. All funds must be used during the award year and a final report will be required. Scholarship resulting from this award should acknowledge support from the UAB ADVANCE program through the sponsorship of the National Science Foundation. Selection criteria are similar to NSF including intellectual merit and broader impact of the proposed activity. (See [http://www.nsf.gov/pubs/gpg/nsf04\\_23/3.jsp#IIIA](http://www.nsf.gov/pubs/gpg/nsf04_23/3.jsp#IIIA) .)

**All faculty regardless of gender conducting research on gender and other women-related issues in the STEM disciplines are encouraged to submit proposals to this pilot grant program.**

**Also note that proposals subject to IRB regulations and policies may be submitted without prior IRB review; however, funding will only be allocated to the applicant after IRB approval.**

## APPENDIX C

### Mentoring Program Plan

***OBJECTIVE:***

The objective of the mentoring program in the three UAB ADVANCE Schools (Engineering, Natural Sciences & Mathematics, and Social & Behavioral Sciences) is to provide support and encouragement to young faculty members in the School in order to enhance their professional advancement as well as to retain these valued faculty members at UAB. This will be accomplished by providing sound advice and information on a variety of topics such as:

- career advancement
- publishing
- grantsmanship
- enhancing professional visibility
- networking with other scientists and educators
- teaching
- mentoring of graduate and undergraduate students
- overcoming barriers to career successes
- navigating the university bureaucracy
- understanding tenure and/or promotion policies and procedures

This will be done through a variety of formal and informal mentoring programs as no one individual, mentor, or program may be best suited to address all areas and issues facing young faculty.

***Mentoring Program in the UAB ADVANCE Schools for Junior Faculty (Non-tenured Assistant Professors):***

- Departmental chairs will assign a senior faculty mentor from within their Department to each junior faculty (mentee) upon their joining the Department. The mentor should be knowledgeable with the faculty member's research field in order to provide advice with respect to publishing, grantsmanship, enhancing professional visibility, and other aspects of the discipline. In some cases, a second mentor for teaching in the discipline may be selected in order to provide breadth and further insight into the teaching responsibilities of the mentee.
- Departmental chairs may also select a senior faculty mentor from outside the Department for additional mentoring when the Department does not have senior faculty members to serve in this mentoring capacity.
- Mentor(s) will meet with the mentee at least twice a semester to discuss research, teaching, and service.
- Mentee will meet annually with the Chair to assess the mentee's progress in conjunction with the University mandated annual written reviews of progress towards tenure and/or promotion. Also during this meeting, the biennial written review of progress towards tenure and/or promotion from the appropriate departmental Promotion & Tenure Committee will be presented and discussed.
- The Dean will select a retired faculty member (or faculty emeritus) to meet collectively with all junior faculty members in each UAB ADVANCE School at least twice each

semester to discuss common issues facing junior faculty in building their promotion and tenure portfolio and credentials as well as to discuss other issues.

- The Dean in each UAB ADVANCE School will meet collectively with all junior faculty members in the School at least once each year to discuss tenure and/or promotion criteria and standards in the School, to describe the promotion and tenure process and procedures, and to address other issues or concerns of the faculty.
- Deans will meet with Chairs annually to discuss the effectiveness of the mentoring program and the progress towards promotion and/or tenure of the junior faculty member.
- The Provost will meet collectively with all junior faculty members of the three UAB ADVANCE Schools once each year to discuss tenure and/or promotion criteria and standards employed in deliberations and discussions at the Provost level.

***UAB ADVANCE Mentoring Program for Junior Faculty (Non-tenured Assistant Professors) Recipients of UAB ADVANCE Funding:***

In addition to the above mentoring program, the UAB ADVANCE Program and UAB ADVANCE Schools will jointly provide the following mentoring program to all junior faculty receiving a stipend, research funding, or start-up funding from one of the UAB ADVANCE programs:

- The UAB ADVANCE program (or Office for the Advancement of Women in the Sciences and Engineering) will select one of its former awardees as a mentor.
- Mentor will meet with the mentee at least twice a semester to discuss research, teaching, and service.
- Mentee will keep a mentoring journal.
- Mentee will attend UAB ADVANCE *Lunch and Learn* workshops.
- Mentor(s) including those departmentally selected mentors will participate in UAB ADVANCE training workshops.
- Mentee and mentor separately will meet annually with the UAB ADVANCE PI's to discuss the effectiveness of the mentoring program.
- A survey will be conducted of all mentees to evaluate the overall effectiveness of the UAB ADVANCE mentoring program.

***UAB ADVANCE Mentoring Program for Senior Faculty (Tenured Associate Professors) Recipients of UAB ADVANCE Funding:***

The UAB Office for the Advancement of Women in the Sciences and Engineering and UAB ADVANCE Schools will jointly provide the following mentoring program to all senior faculty receiving a stipend or research funding from one of the UAB ADVANCE programs:

- The Office for the Advancement of Women in the Sciences and Engineering in consultation with Dean and Departmental Chair will select a mentor from the Professor rank.
- The mentor may be outside the Department or University when the Department or School does not have suitable senior women faculty members to serve as mentors. [The option of selecting a nationally-recognized scholar outside of UAB as a research mentor may be especially effective in helping women faculty who may be the only member of a

- department to network, research, and publish at a level commensurate with earning promotion to the rank of professor.]
- Mentor will meet with the mentee at least twice a semester to discuss research, teaching, and service.
  - Mentee will keep a mentoring journal.
  - Mentee will attend UAB ADVANCE *Lunch and Learn* workshops.
  - Mentor will participate in UAB ADVANCE training workshops.
  - Mentee will meet annually with the UAB ADVANCE PI's and their Dean to discuss the effectiveness of the mentoring program.
  - Mentee will meet annually with the Chair to assess the mentee's progress towards promotion.
  - Mentee and mentor separately will meet annually with the UAB ADVANCE PI's to discuss the effectiveness of the mentoring program.
  - A survey will be conducted of all mentees to evaluate the overall effectiveness of the UAB ADVANCE mentoring program.

***Mentoring Program Incentives and Assessment:***

UAB ADVANCE in partnership with the Deans of the three UAB ADVANCE Schools will provide mentors with \$500 for professional travel/research activities as an incentive for faculty to participate in the UAB ADVANCE Pilot Mentoring Program portions of this overall mentoring program. In addition to the annual meetings of the mentee and mentor individually with the UAB ADVANCE PI's to discuss the effectiveness of the mentoring program, an assessment and evaluation of the mentoring effectiveness will be incorporated in the internal program assessment.

***Mentoring Program Training and Network:***

UAB ADVANCE will offer a half-day workshop with all mentors from the three UAB ADVANCE schools in early-August 2007 to discuss details of the mentoring program and provide initial mentor training.

UAB ADVANCE will initially provide each mentor with a copy of the faculty mentoring guidelines from several other universities with the plan to develop its own Mentoring Guideline Handbook by August 2007.

UAB ADVANCE will host a reception for UAB ADVANCE mentors and mentees in late-August 2007 to welcome all participants to the program.

UAB ADVANCE will host a reception for UAB ADVANCE mentors and mentees in May 2008 to thank faculty for participating in the program and to present the UAB ADVANCE Mentor of the Year Award.

UAB ADVANCE will recognize one mentor every year for their service to the program.

## APPENDIX D

Publications, Presentations, and Extramural Funding for  
ADVANCE Funded Faculty

ERIKA L. AUSTIN, PHD

**Publications:**

1. Murphy, Debra, **Erika L. Austin**, and Lisa Greenwell. "Correlates of HIV-Related Stigma among HIV-Positive Mothers and Their Uninfected Children." *Women & Health* 44(3): 19-42.

**Conference Presentations:**

1. April 2007 "Race, Class, and Gender Differences in Reported Reasons for HIV Testing." Southern Sociological Society, Atlanta, GA
2. August 2006 "Settling Down or Living it Up? Sexual Orientation, Substance Use, and the Transition to Adulthood." With Robert N. Bozick. American Sociological Association, Montreal, Canada

LISA BAKER, PHD

**Presentations**

1. **Baker, L.R.** (2007, March) Evidence-based Practice for Health Care Social Workers. Invited presentation at the Alabama Society for Health Care Social Workers Annual Meeting. Huntsville, AL
2. **Baker, L.R.** (2006, August). Postpartum Depression and Mothers of NICU Infants. Invited presentation at the 2nd annual UAB Regional Perinatal Conference

SHELIA COTTEN, PHD

**Publications:**

1. Shelia R. Cotten and Shameeka Jelenewicz. "A Disappearing Digital Divide Among College Students? Peeling Away the Layers of the Digital Divide." *Social Science Computer Review*, 24(4): 497-506, 2006.
2. Jammie Price and Shelia R. Cotten. "Teaching, Research, and Service: Expectations of Assistant Professors." *The American Sociologist*, 37(1): 5-21, 2006.
3. Shelia R. Cotten and Bonnie Wilson. "Student-Faculty Interactions: Dynamics and Determinants." *Higher Education*, 51: 487-519, 2006.

**Presentations/Talks:**

1. **Shelia R. Cotten**, *William Anderson*, and *Cullen Clark*. "The Impact of Resources and Type and Frequency of Contact on the Stress Process," to be presented at the American Sociological Association annual meeting, August, New York, NY. 2007.
2. Patricia Drentea, Melinda Goldner, and **Shelia R. Cotten**, "The Association Between Computer and Web Use for Health Information, Well-Being, and Gender," to be presented at the American Sociological Association annual meeting, August, New York, NY. 2007.
3. **Shelia R. Cotten**, *William Anderson*, and *Cullen Clark*. "ICT Usage Among Older Adults," presented at the Southern Sociological Society annual meeting, April 11-14, Atlanta, Georgia. 2007.
4. Shelia R. Cotten, William Anderson, and Cullen Clark. "The Mediating Effects of Type and Frequency of Contact with Social Ties on the Relationship Between Stress and Depression

Among Older Adults,” presented at the International Social Stress Conference, October 28-30, Durham, New Hampshire. 2006.

5. Kaur, Manpreet, Weimin Hou, Wayne G. Lutters, Anita Komlodi, Lee Boot, Claudia Morrell, Shelia R. Cotten, A. Ant Ozok, and Zeynep Tufekci, "My Mom is a Cell-Phone Illiterate' - The Influence of Parental Perceptions on Pre-Adolescent Attitudes Towards ICT," Proceedings of the 6th ACM Grace Hopper Celebration of Women in Computing, ACM Press, October 4-7, San Diego, CA. 2006.

### **Extramural Funding:**

2005 – 2006	\$20,000	Investigating Gender-Based Differences in Perception and Use of IT as Factors in IT Career Choice. National Science Foundation, Supplemental Award. Shelia R. Cotten (PI), Anita Komlodi, Wayne Lutters, Ant Ozok, Claudia Morrell, and Lee Boot
2004 - 2007	\$499,385	Investigating Gender-Based Differences in Perception and Use of IT as Factors in IT Career Choice. National Science Foundation. Shelia R. Cotten (PI), Anita Komlodi, Wayne Lutters, Ant Ozok, Claudia Morrell, and Lee Boot
2003 - 2007	\$1,500,000	The Experience of Suffering in Old Age. NIA. Robert Rubinstein, Shelia R. Cotten (Co-PI), Helen Black

DONNA MILAM HANDLEY, PHD

### **Publications:**

1. Hurricanes on the Alabama Gulf Coast: The Manageable Impacts of Ivan and Katrina. Municipal Finance Journal, 27:2 Summer 2006.
2. Hurricane Katrina: Mississippi's Response (with Wendy Hassett.) Symposium contribution, Journal of Public Works Management and Policy, 10:4 July 2006.

### **Book Chapters**

1. Marjorie Lomax. 2006. Profiles of Outstanding Women in Public Administration. Claire Felbinger and Wendy Haynes, eds. American Society for Public Administration (ASPA) Section for Women in Public Administration.

### **Presentations/Talks:**

1. ASPA 2007. Collaboration and Performance Measurements: An Evaluation of Federal-Local Relationships on CDBG Performance and Federal Compliance. To be presented at the Annual Conference of the American Society of Public Administration (ASPA), March 2007.
2. Midwest PSA 2007. Evaluating Her Productivity: The Representation of Women. Presented by co-author, Kamna Lal at the Annual Conference of the Midwest Political Science Association. 2007.
3. SECoPA 2006. Roundtable Chair/Coordinator and Participant, "Vision of SECoPA Survey Findings and Discussion." Presentation of a survey of SECoPA regional membership analyzed during Summer 2006 and presented at the Southeastern Conference for Public Administration (SECoPA). Athens, Georgia, September 27-30, 2006.

4. Paper Presentation: Problematic Performance Measurements: The Community Development Block Grant and the Local Perspective, presented at the Southeastern Conference for Public Administration (SECoPA). Athens, Georgia, September 27-30, 2006.

#### **Extramural Funding**

2007                      \$3,000                      West Blount Community Foundation Award, Co-PI with Jeremy Hall.

SARA HELMS, PHD

#### **Publications:**

1. *Involuntary Volunteerism: The Impact of Mandated Service in Public Schools*, mimeo, University of Maryland, January 2007.
2. *The Effects of Survey Nonresponse on Inferences about Volunteer Work in the United States*, joint with K. Abraham and S. Presser, mimeo, University of Maryland, May 2007.
3. *Mandated Volunteering: An Experimental Approach*, joint with E. Angner, B. Scott, and S. Culver, mimeo, University of Alabama at Birmingham, May 2007.

#### **Conference Presentations:**

1. Southern Economic Association Annual Meeting, Charleston, SC, November 2006. *Involuntary Volunteerism: The Impact of Mandated Service in Public Schools*.

SHARYN JONES, PHD

#### **Publications:**

1. **Jones, S.** 2007 (in press). Contemporary Subsistence and Foodways in the Lau Islands Fiji: An Ethnoarchaeological Study of Non-optimal Foraging and Irrational Economics. In, *Ethnozooarchaeology: The Present Past of Human-animal Relationships*, edited by U. Albarella. Oxbow Books, Oxford, UK.
2. **Jones, S., D. W. Steadman, and P. O'Day.** 2007. Small Island Archaeology: Overview of Archaeological Research on Aiwa Levu and Aiwa Lailai, Lau Group, Fiji. *The Journal of Island and Coastal Archaeology* 2:1-27.
3. **Jones, S.** and P. Kirch. 2007. Indigenous Hawaiian Fishing Practices in Kahikinui Maui: a Zooarchaeological Approach. *Hawaiian Archaeology* Vol. 11.
4. **Jones, S., P. O'Day and S. Connaughton.** 2007. New Archaeological Insights from the Central Lau Group, Fiji. *Domodomo* Vol.20.
5. Steadman, D. W. and **Jones, S.** 2006. Long-term Trends in Prehistoric Fishing and Hunting on Tobago, West Indies. *Latin American Antiquity* 17(3):316-334.

#### **Conference Presentations:**

1. Contemporary Subsistence and Foodways in the Lau Islands of Fiji; A Case Study of Non-Optimal Foraging and Irrational Economics. Paper presented at the 2006 International Council of Archaeozoology Meetings, Mexico City, Mexico, 23-28 August.
2. An Analysis of Ritual-associated Zooarchaeological Assemblages from Kahikinui, Maui, Hawai'i. Paper presented at the 2006 International Council of Archaeozoology Meetings, Mexico City, Mexico, 23-28 August.



**Extramural Funding**

1. The National Geographic Society, Research and Exploration Grant, *Past and Present Views on Biodiversity and Marine Resource Exploitation in the Lau Islands, Fiji*. \$24,000 (summer 2007-2008). Role: Project PI.
2. National Science Foundation Collaborative Research- *Long term Dynamics of Population Growth, Agricultural Intensification, and Sociopolitical Change: Hawai'i as a Model System (1200-200 yr. BP)*. \$270,000 funding for 3 years 1/07-12/10. Role: collaborator and project Zooarchaeologist.

PAMELA S. MURRAY, PHD

**Publications:**

1. Forthcoming essay: "national School of Mines" for Encyclopedia of Latin American history and Culture, 2nd revised ed. New York: Garland, 2008.
2. "Of Love and Politics: Reassuring Manuela Saenz and Simon Bolivar, 1822-1830," History Compass (London) 5:1, January 2007, 214-37. (Located at <http://www.blackwell-compass.com/subject/history/>)

**Book**

1. "Libertadora: The Odyssey of Manuela Saenz de Thorne, 1797-1856," book manuscript accepted for publication by the University of Texas Press, September 2006. In press.

SARAH PARCAK, PHD

**Publications:**

1. 2007 "The Middle Egypt Survey Project: 2005/6 season report," Journal of Egyptian Archaeology 92, 3-8
2. 2007 "Going, going, gone: towards a satellite remote sensing methodology for monitoring archaeological tell sites under threat in the Middle East," Journal of Field Archaeology 42, 61-83
3. Publications submitted and in Press (2006-2007) 31. 2007 "Survey in Egyptology," Egyptology Today (ed. R. Wilkinson), Cambridge University Press, (in press) 30. 2007 "Continuing conversations across the Millennia: Reflections on an Egyptian pair statue in the Cairo museum (with G. Mumford), in Art and Truth (ed. N. Charney), Syracuse University Press, (in press)

**Presentations/Talks:**

1. "Egyptian archaeology and Google Earth: Not just another pretty picture, American Research Center in Egypt annual meeting, New York Toledo, Ohio, April 20-22 2007
2. "Satellite remote sensing, survey and coring: an integrated approach," 2nd International Congress for Remote Sensing Archaeology, Rome, Dec. 4th-7<sup>th</sup> 2006
3. "Remote sensing in Middle Egypt: problems and priorities," Annual meeting of the American Schools for Oriental Research, Washington, DC, Nov. 15-18<sup>th</sup> 2006

**Funding**

2006-2007	\$50,000	UAB Research Endowment Fund
	\$2,000	Seven Pillars of Wisdom Fund (UK)

**National influence, including media exposure:**

- 2007 "New discoveries in Israel: The Jesus Tomb?" (interview with NBC 13, Alabama), Feb. 20th  
 2006 "Satellites are shedding light on ancient Egypt," AAAS Radio Interview, December 14th  
 2006 "Google Earth, Satellite Maps boost armchair archaeology," National Geographic News 11/08

VIRGINIA SISIPIKU, PHD

**Publications:**

1. Jones S.L. and **Sisiopiku, V.P.** (2007). "Safety at Isolated High-Speed Signalized Intersections: Synthesis". *ASCE Journal of Transportation Engineering*, September 2007 Issue, forthcoming.
2. **Sisiopiku, V.P.**, Byrd, J.E., and Chittoor A. (2007). "Application of Level of Service Methods for the Evaluation of Operations at Pedestrian Facilities". Accepted for publication in the *Journal of the Transportation Research Board, Transportation Research Record (TRR)*, Washington, D.C., forthcoming.
3. **Sisiopiku, V.P.** Li, X., Mouskos, K. C., Kamga, C., Barrett, C., and Abro, A.M. (2007). "Dynamic Traffic Assignment Modeling for Incident Management". Accepted for publication in the *Journal of the Transportation Research Board, Transportation Research Record (TRR)*, Washington, D.C., forthcoming.
4. **Sisiopiku, V.P.** (2007). "Application of Traffic Simulation Modeling for Improved Emergency Preparedness Planning". *ASCE Journal of Urban Planning*, Vol. 133, No. 1, March Issue, pp. 51-60.
5. **Sisiopiku, V.P.**, Rousseau, A., Fouad, F.H., and Peters, R.W. (2006). "Technology Evaluation of Hydrogen Light-Duty Vehicles". *ASCE Journal of Environmental Engineering*, Vol. 132, No. 6, June Issue, pp. 568-574.

**Conference Proceedings Papers:**

1. **Sisiopiku, V.P.**, and Waid, J.C. (2007). "The Potential of Vehicle Mileage Road User Fee as Alternate Financing Option for State Highways", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
2. **Sisiopiku, V.P.** Li, X., Mouskos, K. C., Kamga, C., Barrett, C., and Abro, A.M. (2007). "Dynamic Traffic Assignment Modeling for Incident Management" Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
3. Akin, D., and **Sisiopiku, V.P.** (2007). "Pedestrian Crossing Compliance Characteristics At-grade Signalized Crosswalks: Case study in a Downtown-university Campus Environment", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
4. **Sisiopiku, V.P.**, Byrd, J.E., and Chittoor A. (2007). "Application of Level of Service Methods for the Evaluation of Operations at Pedestrian Facilities", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
5. Akin, D., and **Sisiopiku, V.P.** (2007). "Modeling Interactions between Pedestrians and Turning-vehicles at Signalized Crosswalks Operating under Combined Pedestrian-Vehicle Interval", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
6. Waid, J.C., and **Sisiopiku, V.P.** (2007). "Alternate Financing Sources for Alabama Highways: The Heavy-Truck Road User Fee", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
7. Robinson, C. A., Jones, S. L., **Sisiopiku, V.P.**, and Anderson M. (2007). "Transportation Project Selection and Prioritization Methodologies for Small and Medium Sized Planning Agencies", Proceedings of the 86<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
8. **Sisiopiku, V.P.**, and Abro A.B. (2006). "Assessment of Transit Operations in Birmingham, Alabama". Proceedings of the 2006 Huntsville Simulation Conference, Huntsville, AL.
9. Byrd, J.E., and **Sisiopiku, V.P.** (2006). "Assessment of Pedestrian Facilities on the Basis of Level of Service". Proceedings of the TRB 5th International Symposium on Highway Capacity and Quality of Service, Yokohama, Japan.

10. **Sisiopiku, V.P.**, Rousseau, A, Fouad, F., and Peters, R.W. (2006). “An Assessment of Vehicular Energy Use by Hydrogen and Gasoline Powertrains for a Mid-Size Passenger Car”, Proceedings of the 85<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
11. **Sisiopiku, V.P.**, and Byrd J.E. (2006). “Comparison of Level of Service Methodologies for Pedestrian Sidewalks”, Proceedings of the 85<sup>th</sup> Transportation Research Board Annual Meeting, Washington, D.C.
12. **Sisiopiku, V.P.**, Chaukar, A., and Hitchcock, W. (2007). “Transit System Operations under Emergency Conditions”. Proceedings of the Transport Chicago 2007 Conference, Chicago, IL.
13. **Sisiopiku, V.P.**, Anderson, M., Berryman, R. and Jones, S. (2007). “Implementation of Transit Capacity and Quality of Service Manual Procedures for Transit Systems Evaluation in Alabama”. Proceedings of the Transport Chicago 2007 Conference, Chicago, IL.
14. **Sisiopiku, V.P.**, and Byrd, J.E., and (2007). “Pedestrian Level of Service Comparison”. To appear in the Proceedings of the World Conference on Transport Research, Berkeley, CA.
15. **Sisiopiku, V.P.**, Waid, J.C., and Rizk T. (2007). “Comparison of Financing Options for Transportation-Related Projects”. To appear in the Proceedings of the World Conference on Transport Research, Berkeley, CA.
16. Robinson, C. A., Jones, S. L., **Sisiopiku, V.P.**, and Anderson M. (2006). “Comparison and Evaluation of Simplified Transportation Project Selection and Prioritization Methodologies for Use by Small and Medium Sized Planning Agencies”. Proceedings of TRB’s Tools of the Trade Conference on Transportation Planning for Small and Medium Sized Communities, Nashville, TN.
17. Mouskos, K. C., **Sisiopiku, V.P.**, Li, X., Abro, A. M., Kamga, C., Ziliaskopoulos A., and Barrett, C. (2006). “Dynamic Traffic Assignment Applications for Incident Management”. Proceedings of the 1<sup>st</sup> International Symposium of Freeway and Tollway Operations, Athens, Greece.
18. **Sisiopiku, V.P.** (2006). “Analysis of Benefits and Costs from Ramp Metering Implementation”. Proceedings of the 1<sup>st</sup> International Symposium of Freeway and Tollway Operations, Athens, Greece.
19. **Sisiopiku, V.P.**, and Li, X. (2006). “Overview of Dynamic Traffic Assignment Options”. Proceedings of the 2006 Transportation Simulation Symposium (TSS 06), Spring Simulation Multiconference 2006, Huntsville, AL.

### **Technical Reports**

1. Anderson, M., Berryman R., Jones S.L., and **Sisiopiku, V.P.** (2007). *Review of Urban Transit Systems in Alabama*, Final Report to the University Transportation Center for Alabama.
2. Anderson, M., Turner, D., and **Sisiopiku, V.P.** (2007). *Seminar and TRB Conference Attendance: Year 3*, Final Report to the University Transportation Center for Alabama.
3. **Sisiopiku, V.P.**, Li X., Abro A.M., and Peters R.W. (2007). *Transportation Facilities Management under Emergencies*, Final Report to the University Transportation Center for Alabama.
4. **Sisiopiku, V.P.** (2006). *Dynamic Traffic Assignment Options and Opportunities*, Final Report to the UAB ADVANCE Program of the Office for the Advancement of Women in Science and Engineering.
5. **Sisiopiku, V.P.**, Waid J., Rizk, T., McLeod, R., and Robins, W. (2006). *Alternate Financing Sources for Alabama Highways*, Technical Report to the University Transportation Center for Alabama.
6. Anderson, M., Turner, D., and **Sisiopiku, V.P.** (2006). *Seminar and TRB Conference Attendance: Year 3*, Final Report to the University Transportation Center for Alabama.
7. Jones, S.L, Sullivan, A.J., Shinde, S., and **Sisiopiku, V.P.** (2006). *Statewide Traffic Signal Design and Timing Manual*, Technical Report to the Alabama Department of Transportation

**Extramural Funding:**

1. Bridge Weigh-in-Motion (B-WIM) System Testing and Evaluation, W.A. Hitchcock (PI), Uddin N., **V.P. Sisiopiku**, J. Kirby, T. Abu-Amra, J. Richardson, and H.A. Toutanji (co-PIs), University Transportation Center for Alabama, 5/1/07-10/31/08. Total: \$175,079.
2. Managed Lanes: Current Status and Future Opportunities, **V.P. Sisiopiku** (PI), A. Sullivan (Co-PI), University Transportation Center for Alabama, 1/1/07-6/30/08. Total: \$268,210.
3. Use of Traffic Responsive Signals to Address Weather Related and Non-Recurring Congestion, A. Sullivan (PI), **V.P. Sisiopiku** and R.W. Peters (co-PIs), University Transportation Center for Alabama, 1/1/07-12/31/07. Total: \$101,567.
4. Traffic Signal Systems on Oversaturated Arterials, S. L. Jones (PI), **V.P. Sisiopiku**, M. Anderson (Co-PIs), University Transportation Center for Alabama, 1/1/07-12/31/07. Total: \$150,000.
5. Funding Student Professional Development Activities, M. Anderson (PI), **V. P. Sisiopiku**, D. Turner (Co-PIs), University Transportation Center for Alabama, 7/1/07-2/28/08. Total: \$24,332.
6. Development of a Dynamic Traffic Assignment Model to Evaluate Lane Reversal Plans for I-65, **V.P. Sisiopiku** (PI), A. Sullivan (Co-PI), Alabama Department of Transportation, 8/1/06-8/31/07. Total: \$149,986.
7. Transit System Security: Planning, Design, and Institutional Issues, **V.P. Sisiopiku** (PI), National Science Foundation (NSF), UAB ADVANCE Scholars Program, 6/1/06-8/31/07. Total: \$20,000.
8. Review of Urban Transit Systems in Alabama, M. Anderson (PI), **V. P. Sisiopiku**, S. Jones (Co-PIs), University Transportation Center for Alabama, 6/1/06-11/30/06. Total: \$20,721.
9. Transportation Facilities Management under Emergencies, **V.P. Sisiopiku** (PI), R.W. Peters (Co-PI), University Transportation Center for Alabama, 1/1/06-12/31/06. Total: \$100,000.
10. Dynamic Traffic Assignment Options, **V.P. Sisiopiku** (PI), National Science Foundation (NSF), UAB ADVANCE Program, 12/15/05-8/31/06. Total: \$10,000.
11. Student Funding to Attend TRB Conference, M. Anderson (PI), **V. P. Sisiopiku**, D. Turner (Co-PIs), University Transportation Center for Alabama, 5/1/06-2/28/07. Total: \$24,332.
12. Dynamic Traffic Assignment Applications for Transit, **V.P. Sisiopiku** (PI), K. Mouskos and N. Parker (Co-PIs), Federal Transit Administration through the Great Cities Coalition Urban Transportation Initiative, 9/1/05-7/31/06. Total: \$160,073.

YUHUA SONG, PHD

**Publications:**

1. Cheng Y, Suen JK, Zhang D, Bond SD, Zhang Y, **Song Y**, Baker NA, Bajaj CL, Holst MJ, McCammon JA. Finite element analysis of the time-dependent Smoluchowski equation for acetylcholinesterase reaction rate calculations. *Biophys J*, 92, 3397-406, 2007.

**Conference Presentations**

1. **Yuhua Song**, Nathan A. Baker. Molecular dynamics simulation of the asymmetric salicylate and monovalent ion solution around model lipid bilayers. *Biophysical Society 51th Annual meeting*, March. 2007.
2. **Yuhua Song**, Nathan A. Baker. Effect of salicylate on electromechanical properties of a model biomembrane. *Huntsville Simulation Conference*, October 18, 2006. Talk

**National Exposure and Honors:**

1. Medium Resource Allocations Committee Award (July-2006 to June-2007) (MCB060053) (Co-PI): NSF Partnerships for Advanced Computational Infrastructure. Project: Small molecule perturbation of biological membrane electrostatics, mechanics, and dynamics.

LYNNE M. VIERAITIS, PHD

**Publications**

1. **Vieraitis, Lynne M.**, Britto, Sarah, and Kovandzic, Tomislav V. Women's Status and Risk of Homicide Victimization: An Analysis with Data Disaggregated by Victim-Offender Relationship. Forthcoming in Homicide Studies.
2. **Vieraitis, Lynne M.**, Kovandzic, Tomislav V. & Marvell, Thomas B. The Criminogenic Effects of Imprisonment: Evidence from State Panel Data, 1974-2002. Forthcoming in Criminology & Public Policy.
3. **Vieraitis, Lynne M.**, Britto, Sarah, and Kovandzic, Tomislav V. 2007. The Impact of Women's Status and Gender Inequality on Female Homicide Victimization Rates: Evidence from U.S. Counties. *Feminist Criminology* 2:1-17.
4. Kovandzic, Tomislav V. and **Vieraitis, Lynne M.** 2006. The Effect of County-Level Prison Population Growth on Crime Rates. *Criminology and Public Policy* 5:213-244.
5. Martin, Kimberly, **Vieraitis, Lynne M.** & Britto, Sarah. 2006. Gender Equality and Women's Absolute Status: A Test of the Feminist Models of Rape. *Violence Against Women* 12:321-339.

CHENGCUI ZHANG, PHD

**Publications:**

1. Xin Chen, **Chengcui Zhang**, Shu-Ching Chen, and Min Chen, "LMS -- A Long Term Knowledge-Based Multimedia Retrieval System for Region-Based Image Databases," accepted for publication, *International Journal of Applied Systemic Studies (IJASS)*.
2. **Chengcui Zhang** and Xin Chen, "OCRS: An Interactive Object-based Image Clustering and Retrieval System," accepted for publication, *Journal of Multimedia Tools and Applications, Special Issue on Multimedia Data Mining*.
3. Shu-Ching Chen, Stuart H. Rubin, Mei-Ling Shyu, and **Chengcui Zhang**, "A Dynamic User Concept Pattern Learning Framework for Content-Based Image Retrieval," *IEEE Transactions on Systems, Man, and Cybernetics: Part C, Volume 36, Issue 6, pp. 772-783, November 2006*.
4. Mei-Ling Shyu, Shu-Ching Chen, Min Chen, **Chengcui Zhang**, and Kanoksri Sarinnapakorn, "Capturing High-Level Image Concepts via Affinity Relationships in Image Database Retrieval," *Journal of Multimedia Tools and Applications, Volume 32, Number 1, pp. 73-92, January 2007*.
5. Shu-Ching Chen, Mei-Ling Shyu, Chengcui Zhang, and Min Chen, "A Multimodal Data Mining Framework for Soccer Goal Detection based on Decision Tree Logic," *International Journal of Computer Applications in Technology, Special Issue on Data Mining Applications, Vol. 27, No. 4, pp. 312-323*.
6. Mei-Ling Shyu, Shu-Ching Chen, Min Chen, **Chengcui Zhang**, and Chi-Min Shu, "Probabilistic Semantic Network-based Image Retrieval Using MMM and Relevance Feedback," *Journal of Multimedia Tools and Applications, Volume 30, Number 2, pp. 131-147, August 2006*.

**Conference Presentations:**

1. Xin Chen and **Chengcui Zhang**, "Vehicle Classification from Traffic Surveillance Videos at a Finer Granularity," accepted for publication, the 2007 ACMSIGMM International Multimedia Modeling Conference (MMM07), January 9-12, 2007, Singapore.

2. Shu-Ching Chen, Min Chen, **Chengcui Zhang**, and Mei-Ling Shyu, "Exciting Event Detection using Multi-level Multimodal Descriptors and Data Classification," the 2006 IEEE International Symposium on Multimedia, pp. 193-200, December 11-13, 2006, San Diego, California, USA.
3. Xin Chen and **Chengcui Zhang**, "An Interactive Semantic Video Mining and Retrieval Platform - Application in Transportation Surveillance Video for Incident Detection," accepted for publication, the 2006 IEEE International Conference on Data Mining (ICDM), December 18-22, 2006, Hong Kong, China. (Acceptance rate of regular paper < 10%)
4. Xin Anders, **Chengcui Zhang**, and Hong Yuan, "Automatic Intravital Video Mining of Rolling and Adhering Leukocytes," accepted for publication, the 2006 International Conference on Machine Learning and Applications (ICMLA'06), special session on Machine Learning Applications in Medicine and Biology, December 14-16, 2006, Orlando, Florida, USA.
5. Xin Chen and **Chengcui Zhang**, "A Spatio-Temporal Database Model on Transportation Surveillance Videos," the 3rd workshop on Spatio-Temporal Database Management, in conjunction with VLDB06, pp. 17-24, September 11, 2006, Seoul, Korea.
6. Wei-Bang Chen and **Chengcui Zhang**, "A Robust Method for Biological Sequence Clustering," IEEE International Conference on Information Reuse and Integration (IEEE IRI-2006), pp. 286-291, September 16-18, 2006, Waikoloa, Hawaii, USA.
7. Wei-Bang Chen, **Chengcui Zhang**, and Wen-Lin Liu, "An Automated Gridding and Segmentation Method for cDNA Microarray Image Analysis," the 19th IEEE International Symposium on Computer-Based Medical Systems, pp. 893-898, June 22-23, 2006, Salt Lake City, Utah, USA.
8. Ying Liu, Xin Chen, **Chengcui Zhang**, and Alan Sprague, "An Interactive Region-based Image Clustering and Retrieval Platform," IEEE International Conference on Multimedia & Expo (ICME 2006), July 9-12, 2006, Toronto, Ontario, Canada. (Selected for oral presentation: selection rate: 20%)

MARY ELLEN ZVANUT, PHD

**Publications:**

1. W. C. Mitchel, W. D. Mitchell, G. Landis, H. E. Smith, Wonwoo Lee, and **M. E. Zvanut**, "Vanadium donor and acceptor levels in semi-insulating 4H- and 6H-SiC", J. Appl. Phys. 101, 013707 (2007)
2. **M.E. Zvanut**, Wonwoo Lee, W.C. Mitchel, W.D. Mitchell, W.D. Mitchell, and G. Landis, "The acceptor level for vanadium in 4H and 6H SiC", Physica B 376-377, 346 (2006).

**Conference Presentations:**

1. Wonwoo Lee and **Mary E. Zvanut**, "A study of V<sup>3+</sup> and the vanadium acceptor levels in semi-insulating 6H-SiC", Materials Research Society Meeting, in Silicon Carbide 2006 – Materials, Processing and Devices, edited by Michael Dudley, Michael A. Capano, Tsunenobu Kimoto, Adrian R. Powell, Shaoping Wang (mater. Res. Soc. Symp. Proc. 911, Warendale, PA, 2006), 0911-B06-05.
2. William C. Mitchel, William D. Mitchell, H. E. Smith, **M. E. Zvanut**, Wonwoo Lee, "Electrical Measurement of the Vanadium Acceptor Level in 4H- and 6H-SiC", Materials Research Society Meeting, in Silicon Carbide 2006 – Materials, Processing and Devices, edited by Michael Dudley, Michael A. Capano, Tsunenobu Kimoto, Adrian R. Powell, Shaoping Wang (mater. Res. Soc. Symp. Proc. 911, Warendale, PA, 2006), 0911-B05-06.
3. **M.E. Zvanut**, H. Wang, W. Lee, W. C. Mitchel, and W. D. Mitchell, "Deep Level Point Defects in Semi-insulating SiC" in Silicon Carbide and Related Materials, edited by R. Devaty, D. Larkin,

and S. Sadow, (Trans Tech Publications, Switzerland, 2006) p. 517 or Mat. Sci. Forum. 527-529, 517 (2006).

4. W. Lee and **M.E. Zvanut**, "Optical admittance spectroscopy of the vanadium donor and acceptor level in semi-insulating 4H-SiC and 6H-SiC", in Silicon Carbide and Related Materials, edited by R. Devaty, D. Larkin, and S. Sadow (Trans Tech Publications, Switzerland, 2006) p. 647 or Mat. Sci. Forum. 527-529, 647 (2006).
5. **M.E. Zvanut**, Wonwoo Leea, W.C. Mitchellb W.D. Mitchellb and G. Landisb, "The acceptor level for vanadium in 4H and 6H SiC", Physica B-Condensed Matter 376, 346-349 (2006).
6. **M. E. Zvanut**, G. Ngetich, H. J. Chung, A. Y. Polyakov, and M. Skowronski, "A study of vacancies and vacancy pair defects in 4H SiC grown by halide chemical vapor deposition", Semiconductor and insulating materials conference, Fayetteville AK, May 2007.
7. **M. E. Zvanut**, G. Ngetich, H. J. Chung, A. Y. Polyakov, and M. Skowronski, "A study of vacancies and vacancy pair defects in 4H SiC grown by halide chemical vapor deposition", 14th Semiconducting and Insulating Materials Conference, May 15-20, 2007.
8. **M.E. Zvanut**, B.E. Lassiter, G.M. Janowski, L.J. Brillson, S. Walsh, "Effects of BiFeO<sub>3</sub> deposition on SrTiO<sub>3</sub> substrates", Materials Research Society Fall 2006 Meeting, Symposium T, Ferroelectrics and Multiferroics, Boston, MA, December, 2006.
9. B.E. Lassiter and **M.E. Zvanut**, "Effects of heat treatments on defects in strontium titanate substrates for magnetoelectric multiferroics", Southeast American Physical Society Meeting, Williamsburg, VA, Nov., 2006.
10. Shehnaz Jeddy and **M.E. Zvanut**, "Photo-induced EPR measurements of Srontium titanate substrates", Southeast American Physical Society Meeting, Williamsburg, VA, Nov., 2006,
11. **M. E. Zvanut**, H. J. Chung, A. Y. Polyakov, and M. Skowronski, "Point defects in 4H SiC grown by Halide Chemical Vapor Deposition", European Conference on SiC and Related Materials, Newcastle-Gateshead, UK, September, 2006.
12. **M. E. Zvanut**, H. J. Chung, and A. Y. Polyakov, "EPR Characterization of Halide CVD 4H SiC", Electronic Materials Conference, State College PA, June 2006.