



ATHENA ADVANCES

WHAT IS ATHENA?

ATHENA is the name of UofL's NSF **ADVANCE** Project. ATHENA stands for: *Advancement through Healthy Empowerment, Networking, and Awareness*. NSF's goal for its ADVANCE program is to broaden the implementation of evidence-based systemic change strategies that promote equity for STEM faculty in academia. UofL's adoption of these strategies is expected to increase opportunities for recruitment, professional development, and promotion of all faculty through recognizing and overcoming barriers to equity. The funding from NSF is specifically directed at interventions that advance women faculty in STEM fields. However, UofL Administration, a major partner in the ADVANCE project, has committed to permanently adopting these strategies across UofL for all faculty and departments.

WELCOME FROM THE ATHENA TEAM

Dear UofL Faculty and Colleagues,

I am the Principal Investigator of the NSF ATHENA grant. Our first newsletter provides an overview of the ATHENA project, resources developed for UofL Faculty, and news about upcoming events. Having started near the start of the Covid pandemic, ATHENA made several pivots to achieve its goals, and despite some delays, remains on track. Accomplishments include the ATHENA Keynote Series, successful Network Mentoring Workshops, and UofL's first Interactive Theater Workshop for Bystander Intervention Leadership Strategies, as well as ATHENA STRIDE, which stands for Strategies and Tactics for Recruiting to Improve Diversity and Excellence. ATHENA also sponsors the UofL COACHE surveys that monitor faculty satisfaction, one of several Data Capture components.

I wish to thank those who participated in these events and activities, especially the faculty and staff members, the ATHENA **Team**, the ATHENA Internal Steering Committee (**ISC**), and ATHENA's External Advisory Board (**EAB**). Also instrumental in ATHENA's success has been our alliance with the Committee on the Status of Women (**COSW**); the Committee on Diversity and Racial Equity (**CODRE**); the office of the Provost and Vice Presidents of: Faculty Affairs, Diversity and Inclusion, Human Resources, and Academic Planning & Accountability; the Office of Communication & Marketing; and ATHENA's external evaluator.

On behalf of the ATHENA team,



Olfa Nasraoui
Principal Investigator of ATHENA



Tammy Nofsinger & Anna Blankenship
ATHENA Current and Previous Program Coordinators

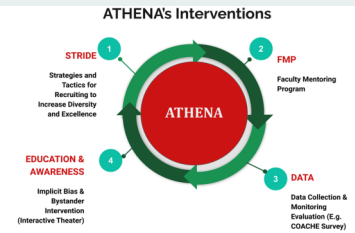


UPCOMING EVENTS

ARFS GRANT WRITING WORKSHOP
FEB 27-28

STRIDE WORKSHOPS
FEB 21 & FEB 24

INTERACTIVE THEATER WORKSHOP
APRIL 27 & 28

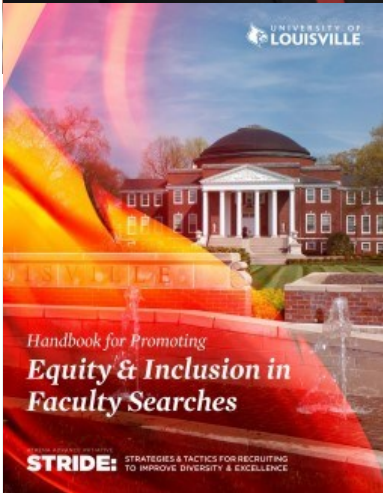


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SPECIAL POINTS OF INTEREST

- Join a **Near-Peer Mentoring and Coaching Circle**
- Become a **STRIDE Equity Process Advocate (EPA)**
- Apply to Be a Mentor in Our **New Team-Based Mentoring Program**
- Register for Upcoming Workshops and Events



STRIDE TRAINING TEAM



(Photos from top left to bottom right)

Olfa Nasraoui
Principal Investigator for ATHENA
Professor & Endowed Chair of E-Commerce
Computer Science & Engineering

Kiana S. Fields
Coordinator
Office of Diversity and Inclusion

Ryan Simpson
Program Director
Office of Diversity and Inclusion

Marian R. Vasser
Asst. Vice President for Inclusive Excellence and Belonging
Office of Diversity Education and Inclusive Excellence

V. Faye Jones
Associate Vice President for Health Affairs / Diversity
Professor of Pediatrics
Department of Pediatrics

MESSAGE FROM THE PROVOST

Dear UofL Faculty,

The goals and activities of the ATHENA ADVANCE project are optimally aligned with our institution's goal of making UofL a great place to work – for faculty of every gender and ethnicity. Since its inception, UofL's administration has joined me in supporting the ATHENA ADVANCE Project, and we are adopting its successful strategies and interventions.

With this inaugural newsletter, I am proud to confirm that the University of Louisville continues to strongly encourage all faculty and faculty search committee chairs to take the STRIDE training workshops. As the remaining ADVANCE interventions are formalized, the University of Louisville will work to ensure that those interventions are also adopted.

I wish to thank the faculty and staff who contributed to first securing the ADVANCE grant and then advancing the ATHENA project. I hope those reading this newsletter find valuable contacts and resources, and I thank you for the vital work you do every day to advance the academic mission and initiatives of our great institution.

Lori Stewart Gonzalez
Executive Vice President & University Provost

"It was all effective. This is the best DEI-related training I have taken in the last year – and I have been in several different training environments. It was well organized, showed data, went below the surface but didn't get lost, allowed adequate discussion, was co-led very well. The University should look to this training as an excellent example to follow/model." - STRIDE Workshop Attendee

STRIDE: STRATEGIES & TACTICS FOR RECRUITING TO IMPROVE DIVERSITY & EXCELLENCE

ATHENA has been working to improve UofL's efforts to attract and hire the best faculty candidates by developing evidence-based processes that recognize and counter implicit bias and inequity, which is often associated with biases related to gender, gender-identification, ethnicity, sexual orientation, disability, and even institutions attended.

These strategies are documented in the new [STRIDE Handbook](#) (released in Fall 2021). The handbook is a complete guide to equitable recruiting throughout the entire search process. In addition, since Fall 2021, ATHENA has teamed up with the Office of Diversity Education and the Office of Diversity & Inclusion to develop and deliver STRIDE Training workshops. These workshops help improve awareness, understanding of, and strategies to mitigate, implicit bias and microaggressions, and to recognize one's role as an "upstander" when confronting implicit bias. These trainings also provide faculty with the tools to implement best practices for a more effective and equitable search and recruitment process.

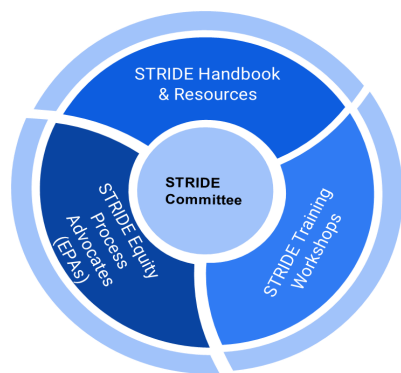
The Provost requires that search committee Chairs take this training and strongly recommends the training for all search committee members at least once every three years. The next training, in February and March, 2023, will be completed in two sessions. Faculty can register now for this workshop on [Tuesday](#), February 21 & 28, or [Friday](#), February 24 & March 3. Please email athena@louisville.edu if you need to register for the alternate second session.

The STRIDE handbook recommends that search committees work with an Equity Process Advocate (EPA). The EPA is a trained faculty member who offers an outside view with the goal of helping the search committee follow the STRIDE guidelines and best practices, in all stages, from crafting the Ad to Data Debriefing and reflection, and to help promote UofL to candidates in the most welcoming and positive light.

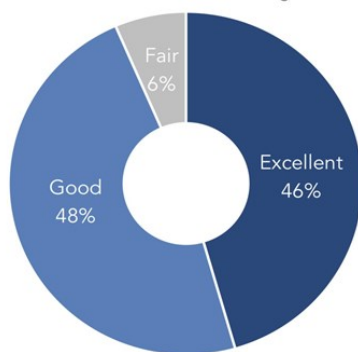
ATHENA needs new EPAs. If you are interested in serving as an Equity Process Advocate, and you have previously served on a faculty search committee, please volunteer [here](#).

Please visit the ATHENA STRIDE website to access the STRIDE [Handbook](#), [Top 10 Best Practices](#), and [STRIDE Forms](#). The Provost's STRIDE web pages are located [here](#).

STRIDE COMPONENTS AND ATTENDEE FEEDBACK



STRIDE Search Committee Training Workshop - Rating



“The interactive elements were meaningful and engaging and have a purpose. Very well organized. Most useful 2 1/4 hours I have spent on a ZOOM meeting besides my graduate seminars!”

“I feel more positive now about trying to get my department to take on new strategies. The fact that the STRIDE committee, handbook, and training exist at UofL, and that they are backed by the Provost, Office of Diversity, etc. is powerful. It feels like this may be the start of a real movement on campus.”

FACULTY MENTORING ACTIVITIES

ATHENA’s Faculty Mentoring Program provides opportunities for faculty to connect and network, receive training on effective strategies for promotion, and collaborate with one another on problem solving.

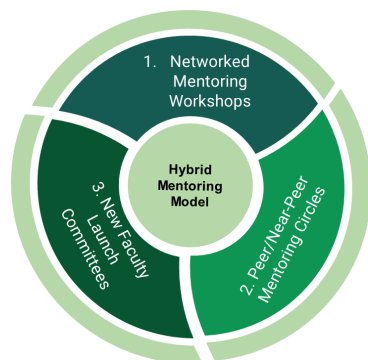
Over the last year, ATHENA introduced a novel approach to faculty mentoring at UofL, with its near-peer Mentoring Circles, as described in the book “Every Other Thursday” by Ellen Daniell. The members of each circle serve both as mentors and mentees, providing advice from multiple perspectives and specializations. The circles meet every other week and follow a proven structure to problem solving. So far, the feedback has been very positive. If you wish to join the next circle, please enroll [here](#).

In addition to ATHENA’s near-peer mentoring circles, we have hosted or co-hosted a variety of events focused on networked mentoring. These include the workshop series “Cultivating Personal Resilience in Uncertain Times”, offered during the height of the pandemic, the workshop titled [Promotion to Full Professor: Let’s Get There](#), and “Women Advancing Together Workshops”, including [Negotiating What You Want](#) and [Building Your Network For Success](#).

The next workshop will be a two-day grant writing workshop on February 27 & 28. [Register here](#).

This year, ATHENA is also starting Faculty Launch Committees for mentoring new faculty.

FACULTY MENTORING COMPONENTS AND ATTENDEE FEEDBACK



FMP Mentoring Circles - Rating



WE ARE AN NCFDD INSTITUTIONAL MEMBER!



The university-wide subscription to the National Center for Faculty Development & Diversity (NCFDD) offers another mentoring resource.

[NCFDD Core Curriculum](#) is based on empirically-tested resources that are best practices for every faculty member. These foundational skills are critical to academic success and transcend discipline, rank, race, and gender, which means that their resources can benefit a large number of faculty, postdocs, and graduate students.

NCFDD offers the following [advice to thrive in academia](#):

1. Strategic Planning

Learn how to plan your academic year, each term, and your weekly schedule in a way that is aligned with your tenure and promotion criteria

2. Explosive Productivity

Learn the skills that will help you to publish more research, win more grants, and manage your internal resistance to writing

3. Healthy Relationships

Learn how to manage your professional relationships and build a thriving network of mentors, sponsors, and collaborators

4. Work-Life Balance

Learn how to increase balance in your professional life.

[NCFDD website](#)



ATHENA NETWORKING FORUM

ATHENA launched an online networking forum for women faculty members, where they can access a variety of resources, workshop/seminar opportunities, ATHENA event programming, and more. To join, please [email us here](#).



UofL ATHENA Community Forum

General

ATHENA Background

Equity and Inclusion

Mental Resilience

Mentoring

Networking

Online Learning Resources

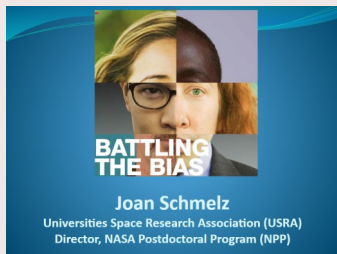
Research Progress

Work Life Balance

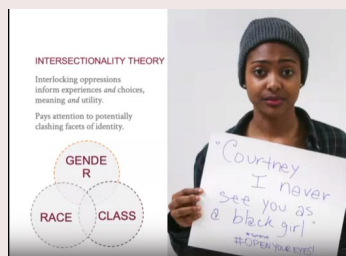
ATHENA KEYNOTE SERIES

To view the presentations, click on the speakers below.

[Dr. Joan T. Schmelz](#), Director,
NASA Postdoctoral Program



[Dr. Sarah M. Ovink](#), Associate
Professor of Sociology at Virginia Tech



FACULTY LAUNCH COMMITTEES

ACCEPTING APPLICATIONS FOR PILOT PROGRAM COHORT MEMBERS

The ATHENA team is creating a team-based mentoring pilot, consisting of Faculty Launch Committees for new STEM faculty.

Each Faculty Launch Committee will be composed of a team of mentors, including:

- An in-department mentor
- In-department near-peer mentors
- Out-of-department mentor
- Department Chair
- Research office members
- ATHENA mentoring program staff members

ATHENA will facilitate and provide training for mentoring committees and mentees. If you would like to join as a mentor as part of an upcoming 12-month inaugural pilot, please submit your application [here](#).

EDUCATION AND AWARENESS

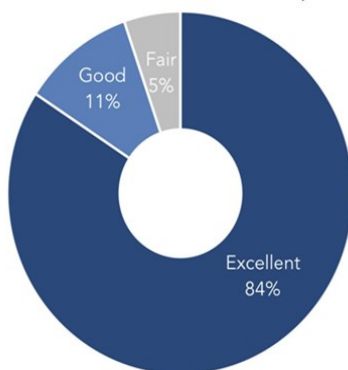
ATHENA has been offering a variety of Education & Awareness opportunities ranging from theater, talks, films and panels, starting with an ATHENA Keynote Series. Our first Keynote was on the topic of “Unconscious Bias in Hiring, Promotions, and Tenure” by Dr. Joan T. Schmelz, Director, NASA Postdoctoral Program - Universities Space Research Association (USRA) and recently elected [Fellow](#) of the American Astronomical Society (AAS). Our second Keynote, by Dr. Sarah M. Ovink, Associate Professor of Sociology at Virginia Tech, discussed “How Intersections of Race and Gender Influence Student and Faculty Experiences and Sense of Belonging in Science.”

ATHENA offered a screening of the film “Picture A Scientist” by Ian Cheney & Sharon Shattuck. The film discusses how to make science itself more diverse, equitable, and open to all. The film screening was followed by a post-film panel discussion.



In addition, ATHENA has offered several interactive theater workshops that bring an immersive experience where the audience interacts with professional actors in search of tenure and promotion. The next Interactive theater event, called “Speak Up!” will take place on [April 27](#) and [April 28](#).

Interactive Theater Workshop - Ratings



ARFS GRANT WRITING WORKSHOP FEB 27-28

Lucy Deckard from Academic Research Funding Strategies (ARFS) will be on campus for two days after the workshop to discuss tips for successful grant writing training. The sessions available are listed below. Participants can register for any or all of the sessions.

ATHENA is also hosting a networking session at 3:15pm on Monday after the workshop to discuss tips for successful grant funding and to introduce ATHENA's faculty mentoring program. Interested [Mentors](#) and Mentees are welcome.

Refreshments will be provided.

[register here](#) for ATHENA's Grant Success/Networking Event

[register here](#) for the ARFS Grant-writing Workshop

ARFS SESSION TOPICS AVAILABLE

1. (1 HR) NSF CAREER Overview – Covers the ins and outs of the program. For faculty in the STEM field interested in a career in research
2. (5 HRS) Developing and Writing Your CAREER Proposal: An intensive interactive workshop
3. (1 HR) Getting Started with a Funder Part 1: How to Identify & Talk to the Right Program Officer
4. (2HRS) Getting Started with a Funder Part 2: How to Communicate a Fundable Idea in a White Paper
5. (2 HRS) How to Win Funding for Instrumentation

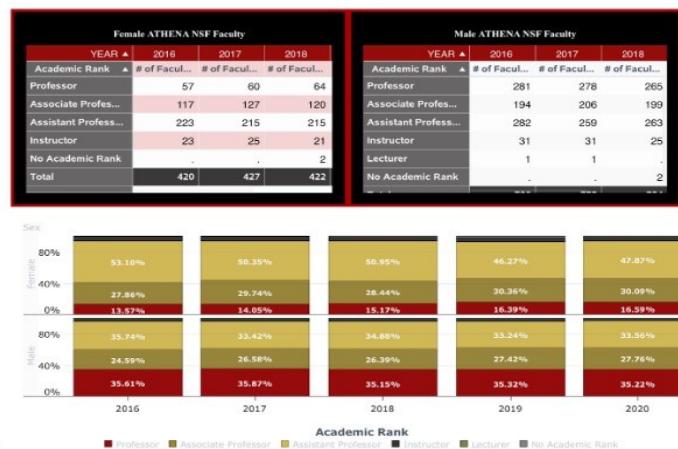


Please [complete our survey here](#) to help us design future training opportunities

DATA CAPTURE

ATHENA's new STEM Faculty Dashboard is an interactive interface that can be used to explore how the numbers and representation of faculty of all demographics and ranks in STEM Departments change over the years. Thank you to Bob Goldstein and Becky Patterson at OAPA for helping with this dashboard. To view it online, [click here](#).

STEM Faculty Dashboard



UOFL FACULTY SATISFACTION SURVEYS:

Sponsored by ATHENA, the COACHE Faculty satisfaction survey is performed in collaboration with the Harvard Graduate School of Education. The results are sortable by tenure status, rank, gender, ethnicity, and unit. The results are also compared with our peer institutions.

The 2020 UofL [COACHE Survey](#) was jointly coordinated by the Offices of the Provost and Vice Provost for Faculty Affairs, the Vice President of Academic Planning and Accountability, the COACHE Communication Committee and the ATHENA NSF ADVANCE project. In 2021 UofL held a town hall to discuss causes and solutions for the major concerns identified in the COACHE report. The COACHE Faculty Satisfaction Survey will be deployed again in **February 2023**.

Please note that the UofL ATHENA Programs are open to all faculty of the University of Louisville, regardless of race, national origin, sex, religion, disability, or age.

SPEAK UP! INTERACTIVE THEATER



"I will apply the learning of how to avoid implicit bias, become inclusive and carry positive attitudes in conversations in academic settings."
- [Powerplay Speak Up](#) Interactive Theater Workshop Participant

TIPS FOR NEW FACULTY FROM NCFDD

- Adjust Expectations
- Connect with Someone the Old Fashion Way: By Phone
- Ask People For Advice
- Talk About Your Research

Click here for more information:

[ON MOVING FROM A REACTIVE TO A PROACTIVE STANCE IN PROFESSIONAL RELATIONSHIPS](#)

PICTURE A SCIENTIST FILM



ATHENA hosted a screening of "Picture a Scientist", followed by a panel discussion. ATHENA has purchased this film and can make it available for other groups who would like to host a similar event. [Click here to view](#).

[PICTURE A SCIENTIST](#) chronicles the groundswell of researchers who are writing a new chapter for women scientists. Biologist Nancy Hopkins, chemist Raychelle Burks, and geologist Jane Willenbring lead viewers on a journey deep into their own experiences in the sciences, ranging from brutal harassment to years of subtle slights. From cramped laboratories to spectacular field stations, we encounter scientific luminaries who provide new perspectives on how to make science itself more diverse, equitable, and open.

REGISTER HERE FOR UPCOMING ATHENA EVENTS

STRIDE Training (Virtual)

Tuesday 2-Part Workshop February 21, 1-3pm & February 28, 1-2pm

Friday 2-Part Workshop February 24, 9-11am & March 3, 9-10am

Email athena@louisville.edu to register for the alternate second session.

Grant Writing Workshop Sessions

February 27-28, 1 Day-Long Career Intensive & Four Mini-Sessions Available

February 27, 3:15-5pm Breakout Session on Grant Writing Challenges Specific to Women

Interactive Theater Workshop (Virtual)

April 27, 2023 2pm-5pm

April 28, 2023 9am-NOON

UNIVERSITY OF LOUISVILLE

ATHENA

Advancement through Healthy
Empowerment, Networking, and
Awareness at University of Louisville

WEBSITE

<https://louisville.edu/advance>

EMAIL

athena@louisville.edu

Funded by National Science
Foundation

NSF HRD -1936125



JOIN US! ATHENA NEEDS MENTORS & ADVOCATES

ATHENA is seeking Equity Process Advocates (**EPAs**) to support our STRIDE search committees. To apply for this role, please complete the intake form [here](#) or email us. To join our **Mentoring Team** and participate in our faculty Launch Pilot this spring, please complete an application [here](#) or email us.

Additional **Mentoring Circles** for STEM Women faculty members are starting up. To participate, or to receive more information, please register [here](#).

For more information on getting involved or to apply to any of our activities or programs, please visit our website at [Louisville.edu/advance](https://louisville.edu/advance) or email athena@louisville.edu.

PARTNERS' UPCOMING COMMUNITY EVENTS

Women's Center 30th Anniversary Celebration

Tuesday March 21st 5:30-8:30pm

Committee on the Status of Women Open House **March 24**

A CALL FOR SUBMISSIONS - ATHENA ONLINE ART EXHIBIT

ATHENA ADVANCE is collecting digital works of art to inspire a more beautiful and harmonious campus community - one where the standard of beauty includes strength, wisdom, and a sense of personal integrity and justice. Works can be visual art, poetry, video performance, etc. Even a simple haiku can convey the atmosphere ATHENA hopes to inspire through this effort.

All members of the UofL community are encouraged to participate. Artistic submissions that support this vision will be posted on the ATHENA website and/or in future issues of the ATHENA ADVANCES newsletter. To contribute to ATHENA'S digital art exhibit, please email a quality photo or your digital submission to athena@louisville.edu.