

## **ADVANCE Professors Report: 7/1/2013-6/30/2014**

In our December, 2011 report, the ADVANCE Professors (APs) identified four goals as our primary objectives. We address our progress toward each of these goals over the last year.

### **I. Individual Accomplishments**

**Goal 1: Build and sustain an Inter---College network of ADVANCE Professors who are world---class researchers and role models to support the community and advancement of women faculty at Georgia Tech.**

As a supplement to our individual reports, we highlight some of our accomplishments, both as scholars and as advocates for women faculty at Georgia Tech.

#### **Catherine Ross, ADVANCE Professor in the College of Architecture:**

An internationally known transportation and urban planner, Dr. Ross has conducted research and has project experience at the local and international levels. She has conducted research funded by the National Science Foundation, the U.S. Department of Transportation, U.S. Housing and Urban Development, U.S. Environmental Protection Agency, Lincoln Institute of Land Policy, Federal Transit Administration, and many international, city, state, and local governments. She has authored more than 500 reports, articles, books, and monographs. She is co-author of *The Inner City: Urban Poverty and Economic Development in the Next Century* and the editor of the *Megaregions: Planning for Global Competitiveness*. Most recently her book "Health Impact Assessment in the United States" was published.. Dr. Ross has been widely recognized for the quality of her work and was the recipient of the "Find the Good and Praise It Award," presented by Secretary of Transportation Rodney Slater for her work on the National Personal Transportation Survey Team.

Professor Ross continues to lead the COA ADVANCE efforts as well as the Center for Quality Growth and Regional Development (CQGRD). She serves as Deputy Director of the National Center for Transportation System Productivity and Management a 14,000,000-research program funded by the Federal Highway Administration. She is the Harry West Professor. As Director of CQGRD, she continues to establish a tradition of research, community involvement, academic instruction and interdisciplinary collaboration and teamwork, which all closely align with ADVANCE's mission.

In the current review period Dr. Ross served as Principal Investigator or co-Principal Investigator of over \$800,000 in funded research. A partial list of sponsors includes the US Department of Transportation, Pew Charitable Trusts, and the Georgia Department of Transportation.

During the 2013-2014 year Professor Ross was the subject or contributor to significant media outlets and magazines such as the Georgia Public Broadcasting Television, "On the Story.," National Public Radio's (NPR) Morning Edition and the Saporta Report. She presented or moderated at over twenty (20) conferences, symposia or meetings on the topics of megaregions, health impact assessment (HIA), urban development, and quality growth. Most recently Professor Ross presented on the "Atlanta BeltLine Health Impact Assessment", at the American

Planning Association, National Conference in Atlanta, Georgia. She authored the book "Health Impact Assessment in the United States", which was released in spring 2014 by Springer.

Professor Ross was invited to speak many times throughout the year including the following roles that relate to her ADVANCE work:

- Presenter: Distinguished Lecture Series: CEOS / ADVANCE Comprehensive Equity at Ohio State University, Columbus, Ohio, (November 12-13, 2013)
- Panelist: Planning in a "Post-Racial" Society: New Directions and Challenges, University of Michigan, Ann Arbor, MI, (November 1, 2013)
- Panelist: "Faculty of color share their experience and insights", Summer Pre-Doctoral Workshop, University of Southern California, Los Angeles, CA (July 22)
- Panelist: "Women in Leadership positions", presented at the iLead Unity Day, organized by the U.S. Environmental Protection Agency, Region 4 in Atlanta, GA (July 17, 2013)

### **Dana Randall, ADVANCE Professor in the College of Computing:**

In May 2014, Professor Randall became the Director of the Algorithms and Randomness Center (ARC) at Georgia Tech. She also became the Chair of the Board of Governors of the Institute for Mathematics and its Applications (IMA) in Minnesota, and is serving on the search committee for the next IMA director. Dr. Randall is on the SIAM Symposium for Discrete Algorithms Steering Committee, the SIAM Journal on Discrete Mathematics and Electronic Journal on the Theory of Computing Editorial Boards, and an elected member of the AMS Editorial Boards Committee. This year, she joined the Committee for the Advancement of Theoretical Computer Science, a national committee that advocates for the field, and the selection committee for the Heidelberg Lectures, which invites international students to a meeting with Fields Medalists and Turing Award winners. At Georgia Tech, she has been the chair of the College of Computing RPT Committee, participated on the RPT Task Force and continues to serve on the ACO coordination committee.

Dr. Randall's research focuses on randomized algorithms and phase transitions in discrete structures. She coauthored conference articles on the Schelling segregation model and the hard-core model from physics, submitted 6 journal articles, and is preparing 5 others for publication. During the last year, she presented a CISE Distinguished Lecture at NSF, a colloquium at Microsoft Research, New England, and an invited talk at a workshop on Discrete Structures and Phase Transitions in Warwick, England. In addition, she co-organized ARC6 and Theory Day as part of the Algorithms and Randomness Center annual activities and is currently planning a joint ARC/IMA workshop on Random Sampling for next spring. A special issue of the ACM Transactions on Algorithms that she coedited appeared last summer.

### **Kimberly Kurtis, ADVANCE Professor in the College of Engineering:**

During the past year, Dr. Kimberly Kurtis notable accomplishments included appointments and invited seminars which recognize her technical leadership in the fields of cement chemistry and concrete construction technology. After concluding two consecutive three-year terms on the ACI Educational Activities Committee (EAC), she was tapped to join the American Concrete Institute's 12-member Technical Activities Committee (TAC) and was elected to their committee on nominations, in addition to continuing her service to the American Ceramics Society (ACerS) as the Cements Division representative to the Panel of Fellows and on the Editorial Board of Elsevier's Cement and Concrete Research. In addition, she gave three

keynote addresses – at the Engineering Mechanics Institute (EMI) Conference in Evanston, Illinois, at Instituto de la Construcción in Santiago, Chile, and IEEE International Instrumentation and Measurement Technology Conference (I2MTC) in Montevideo, Uruguay – and five invited seminars, including talks at University of Michigan, Ecole des Ponts and Chaussees (Paris), and Lafarge Centre de Recherche (Lyon). She was featured on the cover of Georgia Tech’s Research Horizons in the Winter-Spring 2014 issue highlighting materials.

This year, her research resulted in 8 peer-reviewed journal publications and one invention disclosure, as well as \$2+M in new funding from U.S. Federal Highway Administration (FHWA), Electric Power Research Institute (EPRI), Georgia Department of Transportation (GDOT), National Science Foundation (NSF), U.S. Department of Energy (DOE), and industry sources, serving as Principal Investigator or Co-Principal Investigator. Dr. Kurtis has advised or co-advised 11 doctoral, 1 masters and 14 undergraduate students in research over the past year. She taught six sections of one required undergraduate course (CEE 3020 Materials of Construction) and one graduate course (CEE 8813C Durability of Cement-based Materials). Dr. Kurtis is completing her terms as Associate Chair for Graduate Programs in the School of Civil and Environmental Engineering and as the College of Engineering’s ADVANCE Professor will assume the College’s position of Associate Dean for Faculty Development and Scholarship in July 2014.

**Wing Suet Li, ADVANCE Professor in the College of Sciences:**

During the period of time covered by this report, Professor Li continued her research on the eigenvalues of sums of self-adjoint matrices, and the related problems in the von Neumann algebra setting. This work was carried out in collaboration with H. Bercovici at Indiana University, D. Timotin at Mathematical Institute of Romania Academy of Science, and Ken Dykema at Texas A&M University. During this time, she was awarded a three-year NSF research grant (\$160,350) to cover my research during the period of 8/2011–7/2014. During this academic year, she was also awarded the Faculty Development Grant from College of Sciences that allowed her to spend the academic year at Indiana University to carry out my research and collaboration. She was invited to give talks at AMS regional meeting at St. Louis in Oct. 2013 and at Albuquerque in April 2014, seminar talk at Washington University, a colloquium talk at Chinese University at Hong Kong, and a talk at Cergy-Pontoise University in France.

During this time, the following papers either appeared or were accepted or submitted, and they are all for refereed journal publications.

1. Horn inequalities for submodules (H. Bercovici and K. Dykema), *Acta Sci. Math.* (Szeged) 79 (2013), 1730.
2. Extremal measures and clockwise overlays. (H. Bercovici and L. Truong) accepted *Discrete Math.*
3. Uniqueness in the solution of intersection problems in a factor of type II<sub>1</sub> (with H. Bercovici), accepted for the special volume for dedicated to Serban Stratila on the occasion of his seventieth anniversary.
4. Characterization of singular numbers of products of operators in matrix algebras and finite von Neumann algebras, (H. Bercovici, B. Collins, and K. Dykema) arXiv:1306.6434

This year she was awarded The Ralph and Jewel Gretzinger Moving Forward School Award, which is awarded annually by the College of Sciences to recognize campus leadership resulting in a diversified faculty, family-friendly environment, and/or supportive environment for junior faculty.

### **Mary Frank Fox, ADVANCE Professor in the Ivan Allen College:**

Mary Frank Fox's research focuses upon gender, science, and academia—the study of women and men in academic and scientific organizations and occupations, and the implications for science and technology policy. Her research has introduced and established the ways in which scientists' participation and performance reflect and are affected by social and organizational settings in which they are educated and work. The National Science Foundation (NSF) has supported Dr. Fox's cutting edge-research nearly continuously for the past 29 years. Her research is published in over 50 different journals, books, and collections.

Recently, she extended her work to an innovative and unique study of the “transmission zone” of knowledge about women, science, and engineering, supported by NSF. She launched a new project on “Women Faculty in Computing,” funded by the Alfred P. Sloan Foundation in 2014. In the prior period, her research program trained and supported two doctoral students; five master's students; and three undergraduate students.

Dr. Fox also brought to the national forefront issues of diversity, equity, and excellence in science and engineering through her work with advisory boards and panels including those as member of:

- 1) National Science Foundation Review Panel, Institutional Transformation ADVANCE Program, 2013-2014.
- 2) Social Science Advisory Board of the National Center for Women and Information Technology.
- 3) Research Advisory Board of the Northeastern University ADVANCE Program.
- 4) Advisory Board for “Talking About Leaving Revisited: Exploring Current Patterns of Undergraduate Persistence in the Sciences,” University of Wisconsin-Madison and University of Colorado-Boulder, funded by NSF and Sloan Foundation.
- 5) Advisory Board, Expanding Computer Education Pathways Alliance, Commonwealth Alliance for Information Technology.
- 6) Editorial Advisory Board member for the leading journal, *Social Studies of Science*.
- 7) Council of Section on Science, Knowledge, and Technology, American Sociological Association.
- 8) Organizer and presider of session on “Science, Technology, and Inequalities” (2013), and co-organizer and presider of session on “Science, Technology, and Medicine” (2014), for annual meetings of the American Sociological Association.

### **Beril Toktay, ADVANCE Professor in the Scheller College of Business:**

L. Beril Toktay is Professor of Operations Management and the Brady Family Chairholder in the Scheller College of Business at the Georgia Institute of Technology. A pre-eminent scholar in sustainable operations, Professor Toktay performs research on creating a sustainability advantage through business model innovation, primarily focusing on operations and supply chain practices. Her recent focus areas include enterprise strategies for remanufacturing and reuse, business models for collaborative consumption, and the design of extended producer responsibility approaches for electronic waste and pharmaceutical overage. In the past year, her articles continued appearing in high-impact journals such as *Production and Operations Management* and *Industrial Ecology*. She advises several graduate students. She presented her work at national and international meetings, and participated in the POM Careel Panel and

Doctoral Colloquium. Recent seminar invitations include Purdue, Duke, U. of Washington, and Berkeley.

Professor Toktay undertook significant curricular innovation in the past year, introducing the Innovation Tournament for Sustainability in my MBA class, and spearheading the design of a 6-session module for the MBA-MOT and MBA-EMBA programs. She submitted three new course proposals that were accepted and that strengthened the sustainability curriculum in the College. Finally, she spearheaded the institute-wide Quality Enhancement Program titled Jackets for a Sustainable Future, will be transformative in nature and the first program of its kind in a top research institution. Professor Toktay has high-profile external service commitments that bring visibility to Scheller College. She served as Area Editor or Associate Editor of leading journals in the field (OR, MS, and MSOM).

## **II. The Equity, Diversity and Excellence Initiative**

**Goal 2: Initiate policy and structure toward equity and transparency in reappointment, tenure, and promotion through clarity of documents and practices, and through awareness of the means/conditions to support equity in evaluation.**

As a direct outcome of our collaborations as Advance Professors (with each other, the administration, and the faculty), we spent the majority of the year further developing, implementing and promoting the Equity, Diversity, and Excellence Initiative (EDEI). The last version of the EDEI can be found at: <http://edei.advance.gatech.edu/what-is-edei>

### **Accomplishments for the last year:**

Our progress can be summarized by the following timeline:

August - September 2013: Collection and analysis of Deans' reports

November 2013: ADVANCE Launch Reception

December 2013: Meeting with the Provost and GT Deans

April 2014: ADVANCE Chairs' Workshop on Equity, Diversity, and Excellence

## **III. Additional Contributions**

**Goal 3: Initiate and strengthen the scope and impact of practices for Productivity and Livability for the faculty at Georgia Tech.**

### **a. The College of Sciences Family Friendly resources pamphlet.**

With the support from the Dean's office, CoS is continuing the update and distribute the tri-fold pamphlet that highlights the Institute and College family friendly resources to give to prospective faculty when they come for the campus interview.

### **b. Family friendly practices:**

Began discussions with Scott Morris of HR to develop feasible and beneficial alternatives to backup care for the faculty and staff on the Georgia Tech campus.

## IV. Inter- and Intra-Collegiate Contributions

**Goal 4: Create effective partnerships within, as well as across Colleges, through liaisons with Deans of the Colleges and through means that advance equity, diversity, and excellence among Georgia Tech faculty.**

The ADVANCE Professors have worked to advance and support women in each of their colleges. Many of the activities were ongoing from previous years, but we also expanded our roles to support the EDEI.

### **Catherine Ross, College of Architecture**

Since her appointment as ADVANCE professor, Dr. Ross has aggressively pursued development of the College of Architecture's ADVANCE Program. Alongside the events mentioned below, meetings have been organized on a monthly basis in order to continue the program and devise assessment and implementation strategies. It is anticipated that these meetings will continue to be held on a monthly basis in 2014-2015. Except for special meetings, participation is restricted to female faculty, academic professionals, and graduate-level researchers. Dr. Ross has engaged in many service projects, mentoring activities, and career development projects to continue to excel in her position as an ADVANCE professor.

#### **Mentoring**

- **Awards.** As in previous years, The College of Architecture ADVANCE Women of Excellence Awards were presented to individuals who have distinguished themselves through professional leadership, mentoring, academic excellence and sustained service on behalf of the Georgia Institute of Technology and the College of Architecture. The award winners also received a monetary gift. The winner of the COA-ADVANCE Women of Excellence Faculty Award was Dr. Ellen Yi-Luen Do, Ph.D., Professor, College of Architecture & College of Computing (School of Interactive Computing) ,Director of ACME Lab - A Creativity Machine Environment at Georgia Tech, Director of Health Space Futures - Healthcare Environment of the Future, Core Faculty at Health System Institute Office and she received \$1,500. New and introduced this year was the COA-ADVANCE Women of Excellence Staff Award which was presented to Ms. Dracy Blackwell, Academic Advisor II, School of City and Regional Planning. Ms. Blackwell received \$500. COA-ADVANCE Women of Excellence Graduate Awardee was Elora Raymond, City and Regional Planning PhD Student and Graduate Research Assistant and she received \$500. The COA-ADVANCE Women of Excellence Undergraduate Award winner was Jasmine Burton, Bachelor of Science in Industrial Design Student and she received \$500.
- **Special monthly luncheon guest speaker: Andrea Laliberte:** Invited Speaker Andrea Laliberte, Edenfield Executive in Residence, Stewart School of Industrial & Systems Engineering (ISyE) shared the story of her career journey, obstacles she faced along the way to becoming a successful professional women, and how she overcame them.
- **Monthly luncheon program:** In addition to special events, monthly luncheons allow female faculty and aspiring female staff and students to discuss their experiences in the College. Luncheons follow a formal program of news, resource sharing, and facilitated discussion on key issues with invited guests. Based on this mission, career development

discussion topics and exercises have been incorporated into monthly luncheons. Topics that focus on group dynamics training, negotiation and bias as well as confidence and self-advocacy were of interest to the group.

- **Welcome for new members:** Not only is it a nice gesture but also a way of creating effective partnerships. COA ADVANCE has made it a priority to welcome all new female members to the group. Individuals are given the opportunity to introduce themselves as well as a variety of their work.

#### **Bias Awareness**

- **Diversity Workshop featuring special guests from the Coca-Cola Company:** COA-ADVANCE organized and hosted a half day workshop that focused on diversity. Questions addressed included “Why is Diversity Important?” and “What are diversity goals for COA?” A panel discussion led by officers from Human Resource, Global Research and Development as well as the Director of the Diversity Office at The Coca-Cola Company gave insight on these topics from the Corporate World. Lessons learned and a testimonial made this workshop very personal and interactive. An academic panel reflected on the issues presented and discusses what COA can learn from the Coca-Cola Story. A reception concluded this event. Dean Steven French co-hosted this event.

#### **Dana Randall, College of Computing**

Dr. Randall has a large focus on mentoring and transparency, which is showcased below. She has collaborated with other ADVANCE professors in order to develop and grow the EDEI website. She has also began discussions with HR personnel of Georgia Tech to develop beneficial alternatives to backup care for the faculty and staff.

#### **Mentoring**

- Ran the mentoring program in Computer Science, and oversaw mentoring across the College of Computing. ADVANCE funds were provided for all mentor / mentee pairs to have lunch once per semester.
- Co-organized a panel consisting of 6 junior and senior faculty and one postdoc to meet with the women graduate students in the College of Computing. The students collected questions in advance, and the faculty addressed questions about work / life balance, time management, careers in academia vs. industry, involvement in extracurricular activities, and addressing bias in the workplace.
- Organized networking lunches for women faculty in CoC once per semester.
- Met with the undergraduate women in CoC (W@CC) with Dean Zvi Galil. I subsequently agreed to be the faculty advisor for this group.

#### **Transparency**

- Organized and led a meeting on the RPT process for all junior faculty in the College of Computing. The first half presented information on the RPT process and in the second half I led a discussion with other CoC faculty and the junior faculty on expectations and advice for successful tenure and promotion cases.
- Participated in the RPT Task Force chaired by Susan Cozzens, fall 2013.
- Helped to develop the EDEI website, in collaboration with Julie Ancis, Kim Kurtis, web developer, Jess Hunt, and the other ADVANCE Professors, to make issues of bias awareness, diversity and equity accessible across the campus.

#### **Bias Awareness**

- External reviewer for the diversity component of a \$10 million Canadian Research Excellence Chair proposal.
- Agreed to participate on an upcoming diversity panel organized by the Joint Committee on Women in the Mathematical Sciences for the Joint Mathematics Meetings in San Antonio, January 2015.

### **Kimberly Kurtis, College of Engineering**

Dr. Kurtis has spent this year working closely on the first annual Dean's Report for the College of Engineering. Not only has she helped prepare it, but she has also presented on the outcomes of the report. She also presented and shared ADVANCE's activities and EDEI at the CoE External Advisory Board Meeting. Together with Mary Frank Fox, she prepared the EDEI presentation to the Deans/Provost and the School Chairs, and was co-presenter at these meetings.

#### **Mentoring**

- Organized four lunches with women faculty in CoE, to obtain feedback on the EDEI and to informally discuss other topics of interest and relevance to ADVANCE
- Organized three resume "speed-dating" mentoring sessions, for CoE faculty going through third year critical review (September 2013), tenure (March 2014), and promotion (April 2014)
- Organized a mentoring panel discussion, featuring GT Professors Beth Mynatt, Pinar Keskinocak, and Beril Toktay, on Research Center Development and Leadership, aimed at COE's female Associate Professors and Professors
- Gave a keynote presentation on mentoring which highlighted ADVANCE'S EDEI and participated in a mentoring panel for women faculty at IEEE I2MTC conference in Montevideo, Uruguay.
- Led a mentoring discussion for female graduate students in a Summer 2014 meeting organized by GT's Grad SWE.
- Coordinated ADVANCE's contribution, with Dana Randall, to a proposal to NSF's Broadening Participation in Engineering Program (BPE), led by Rosario Gerhardt and Julie Ancis.

#### **Transparency**

- With Dana Randall, Julie Ancis, and web designer Jess Hunt, and with input from other ADVANCE Professors, participated in and funded the development of the EDEI web page, to provide content and resources surrounding the ADVANCE EDEI

#### **Accountability**

- With Associate Dean Allen, continued to examine data surrounding the advancement of CoE women through the academic ranks and into positions of distinction and continued discussion on disparities in sick leave and ASMD policies for 9-month and 12-month faculty

### **Wing Suet Li, College of Sciences**

During this academic year, though Dr. Li stayed at Indiana University for her Profession Development, she came back to Georgia Tech campus regularly (at least once a month) to continue her role as the ADVANCE professor for CoS. Each semester, she hosted three series of networking lunches/breakfasts for women in faculty in the college. She also visited University



of Michigan's ADVANCE program in order to benefit her work here at Tech.

### **Mentoring**

- Sponsored or co-hosted other events: a wine and cheese gathering at Prof. Singleton's home at the end of the Fall semester for the college women faculty (over a third of women faculty showed up); hosted a luncheon for Dr. Bochenkova, a recent recipient of the L'OREAL-UNESCO fellowships to the young women in science, with Georgia Tech women faculty and postdocs and graduate students participating. 15 people attended the luncheon.
- Continued to sponsor the College of Sciences Mentoring and other activities.
  - Co-sponsored the college P&T mentoring breakfast.
  - Sponsored the CoS Mentor Awards. This year's winners are Professors Christine Heitsch, Rigoberto Hernandez, Joel Kostka, and Brett Wick.
  - Sponsored the Young Professional Group (YPG)'s activities. This is an organization started from Chemistry for postdoc fellows, research scientists, and advance graduate students.
- Supported efforts to organize postdoc fellows in the college and Schools.
  - Worked together with the leadership team of YPG, a meeting was organized for a group of postdoc fellows identified from each school in the college, to form a core group for the postdoc association.
  - Participated in two panel discussions for postdocs on grant proposal writing in School of Mathematics, and one on work/life balance in the School of Chemistry and Biochemistry.

### **Bias Awareness**

- The Diversity Council and Mentoring Program for the College of Sciences: As the college's new leadership team is moving in, worked closely with Drs. Goldbart and Kubanek to redesign the function and the charge of the Diversity Council and Mentoring Program for the college. We hope that at the beginning of next academic year CoS will have a new model for faculty mentoring in place and a more active Diversity Council. The Diversity Council will not only be an advisory board for the college ADVANCE, it will also take responsibilities for some actions. We hope that the Diversity Council will shape two of the goals in EDEI: the bias awareness and transparency in the college.

### **Transparency**

- Ensured that all female faculty understand and are well aware of all the P&T procedures in their schools and in the college.

### **Accountability**

- Working together with Mr. Preston Pugh in Office of the Vice Provost for Graduate Education & Faculty Affairs, and Dr. Susan Cozzens, Dr. Li will continue the effort to track trends in hiring and P&T issues.

### **Mary Frank Fox, Ivan Allen College**

In addition to the EDEI-centered activities, Professor Fox collaborated with Kim Kurtis, in preparing the EDEI presentation for the Deans/Provost and for the School Chairs. She undertook initiatives of equity, mentoring, transparency, and bias awareness within Ivan Allen College in the following ways.

### **Equity and Bias Awareness**

- Acted as a liaison with IAC Dean Jacqueline Royster and ADVANCE, meeting several times each semester to inform and be informed on issues of equity, diversity, and excellence, and to partner with the College in the process.
- With the leadership of Dean Royster, partnered toward the annual EDEI report for IAC.
- Updated regularly the IAC School Chairs on each ADVANCE initiative, including the IAC ADVANCE Network of Faculty, the Institute ADVANCE website, the Launch Reception, and Chairs' Workshop.
- Prepared/submitted for publication in the IAC news stream and Newsletter: story and group photo of the ADVANCE Launch Reception of Nov. 2013.

### **Mentoring and Equitable Climate**

- Updated and launched the IAC ADVANCE Network for Women Faculty website, profiling IAC faculty by School, with news, calendar, and resources. The Network fosters exchange among faculty and among faculty and students.
- Developed and maintained the IAC ADVANCE Listserve, with weekly or biweekly postings of information, events, and updates—including those that publicize and celebrate the accomplishments and community of IAC women faculty.
- Organized and hosted two IAC ADVANCE Lunch/Discussions on:
  - “Writing Research Proposals for External Funding: Keys to Success” (Oct 2013) with IAC Dean J. Royster, and panelists, Kim Isett (PubPolicy), Margaret Kosal (International Affairs), and Janet Murray (IAC Associate Dean for Research).
  - “Pathways and Passages in Academic Positions: Assistant to Associate Professor, Associate to Full, and Academic Leadership” (Feb 2014) with IAC Dean J. Royster, and panelists, Susan Cozzens (Vice Provost for Graduate Education and Faculty Affairs), Narin Hassam (Literature, Media, and Communication), and Katja Weber (International Affairs).
- Mentored and advised faculty across six Schools of IAC through meetings with individual IAC faculty members on issues of family leave, faculty development, and advancement.

### **Transparency**

- Served as chair and organizer of an IAC Committee on Schools' Handbooks, constituted by Dean Royster: reviewed all (6) IAC School Handbooks; determined key areas for Handbooks; coding for areas of inclusions/exclusions; and recommended areas needed for continuities across Handbooks in a written report; and presented the findings to the IAC Leadership Team in August 2014 (as well as earlier in May 2013).
- Toward successful revision and completion of Schools' Handbooks: served as chair of committee for receiving and reviewing revisions of each of the (6) Handbooks; assessed the Handbooks for inclusions/updates; and reported the results to Dean Royster in April 2014.

Beril Toktay established a Scheller College EDE Task force, consisting of Seletha Butler (Law and Ethics), Gail Greene (HR), Jeff Hales (Accounting), Suzanne Lee (Finance), Saby Mitra (IT), Alex Oettl (Strategy), and Cindy Zapata (OB). She obtained additional climate data from the Office of Assessment on gender differences in Scheller College. The committee reviewed the climate data and the Dean's report. The findings were presented to the Scheller faculty. An additional survey was sent to Scheller faculty to deepen the committee's understanding of some of the issues arising in the Climate survey. The task force has prepared a draft report, which will be shared with the incoming Dean, and an implementation plan will be created to act on the findings. Other activities by Beril Toktay over this period include:

#### **Mentoring**

- Organized quarterly lunches with women faculty
- Participated in the panel organized by Kim Kurtis
- Mentored and advised individual faculty on issues of family leave, faculty development, and advancement.

#### **Transparency**

- Supported presentation by P&T Committee Chair to junior faculty to explain the P&T process

#### **Bias Awareness**

- Met with Dean Salbu and other faculty to obtain input into how the College can create a better climate for LGBT faculty

#### **Data Collection and Accountability**

- Collected data on lateral hires versus rookie hires in terms of diversity

### **V. Future Steps and Recommendations**

All ADVANCE Professors will continue to promote the advancement of women in their Colleges by:

- Acting as liaison with their Deans in ways that support sustained equity, diversity, and excellence;
- Strategically promoting community, career development, and advancement of faculty in their College and forging alliances between their Colleges and ADVANCE;
- Building and sustaining networks of communication, interaction, and exchange in ways that support mentoring, transparency, equitable culture, and accountability.

In addition they will continue their cross-College partnership with the Office of Institute Diversity toward the continuing implementation and success of the EDEI at Georgia Tech, including the Deans' EDEI Template/Reports.

Planned activities for next year include:

Deans' Meeting on October 1: Prior to this meeting, we will undertake an analysis of the Dean's reports across Colleges, specifically focusing on any developments since last year. Our goal is to use the meeting to share information and recommendations about what we believe would be valuable to pay specific attention to in their Colleges.

Focus on bias awareness training, identify on-line resources and explore effectiveness and availability of in-person training resources.

Continue developing the EDEI website and promote its use. Additions to include leadership development resources and bias awareness training resources.

Chairs' Meeting in April: Continue the dialogue and collaboration at the Chair level for the success of the EDEI.