ADVANCE AT WSU

SOCIAL SCIENCE RESEARCH PROGRAM
FUNDING GUIDELINES
http://advance.wsu.edu/socialsciencegrants

The ADVANCE at WSU program periodically funds small grants to conduct social science projects aimed at generating publishable research on factors affecting the recruitment, retention, and advancement of women in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines. The overarching **vision** of ADVANCE at WSU is to develop an inclusive research institution whose faculty are supported by a system that promotes career-long excellence for women and men. We recognize that to achieve this vision, we must address issues associated with things like career pipeline "leaks" (i.e., places where women are lost from the institution), unsupportive climates, and implicit gender bias. Career transitions and points in the career pipeline where we face obstacles to recruiting, hiring, retaining, and advancing a diverse faculty represent priority areas.

The program **goals** are to: (1) increase the representation of women in STEMM disciplines by providing institutional support through programs, policies, procedures and climate change at critical points in the academic pipeline (e.g., recruitment, pre-tenure, and post-tenure advancement and leadership); (2) develop and disseminate innovative strategies that can be applied in similar institutions – research-intensive, rural, land grant universities – as well as other academic and workplace settings more broadly; and (3) put in place an infrastructure that gives these efforts highest institutional support and visibility and allows for transformative efforts to continue at WSU.

The program's three key initiatives are aimed at recruitment and retention efforts, targeting women in STEMM fields and diverse faculty in all disciplines, with diversity defined in terms of under-represented minority (URM) status. One or more of these current initiatives should be broadly emphasized in the proposals:

 (a) Work/Life Support Initiative, to facilitate greater integration of tenure-track faculty careers with men's and women's family and personal lives;

 (b) Leadership Training Initiative, to identify and overcome barriers to advancement into leadership positions, especially post-tenure; and

 (c) Institutionalizing Transformation Initiative, to assess institutional progress and disseminate best practices across WSU and to the broader academic community.

The research must have WSU tenure-line faculty and/or the policies, practices, and structures that affect retention/advancement as its primary foci. Further, research must include STEMM disciplines, but STEMM does not need to be the primary/exclusive focus.

Eligibility: Applications are invited from all tenured and tenure track WSU faculty.

Restrictions: All WSU faculty are encouraged to submit proposals, but at least one social science faculty member must be included as a member of each research team.

Funding: Proposals requesting up to $10,000 will be considered, though higher amounts may be awarded for especially meritorious proposals that require greater funding in order to accomplish their objectives. Funds may be used for research materials, research assistance, and salaries, and must be expended no later than one year from the start date.

Cooperative Agreement: The applicant will be expected to work closely with ADVANCE at WSU in formulating the project and disseminating findings. Specifically, investigators will be required to consult with ADVANCE at WSU in planning and conducting the proposed research, involving Director of ADVANCE (and/or other program staff, as needed) in development of publications arising from the funded project (authorship credit TBD). ADVANCE at WSU will also assist with disseminating information about the project and the findings.

Required Deliverables: Successful applicants will become ADVANCE Research Fellows and are expected to participate in occasional ADVANCE activities. Researchers are required to disseminate their findings by publishing them in peer-reviewed, scholarly outlets and additional funding may be requested at the end of the grant period to assist with costs associated with publishing. Reports and presentations to the WSU community and/or the development of recommendations and action plans, for implementation at WSU, based on the research are also encouraged.

Deadline: None. Proposals are accepted throughout the year and will be considered if funding is available.

Proposal Format: In order to be considered, applicants must submit a completed application, which includes the following information:

- Complete online application cover sheet, which asks for PI/project details, located at https://advance.wsu.edu/internal-grant-application/

- Proposal: A detailed description and justification of the project, with special attention to the evaluation criteria listed below. The description should not exceed six pages (double-spaced, 12-point font) and should include:
    1) the disciplinary and conceptual framework for the study;
    2) a discussion of the literature informing the research, including any previous studies conducted at WSU, and testable hypotheses (when appropriate);
    3) the data and methods to be used in the research;
    4) the expected findings, including how the research is likely to inform policies and practices related to the ADVANCE program's goal of increasing the percentage of tenured and tenure-track women in STEMM fields and diverse faculty, defined in terms of URM status
    5) a timeline for project completion; and

6) a detailed plan of where the PI (or PIs) plans to submit data from the project, including potential presentations, publications, and/or funding agencies.

- Detailed Budget (completed online)

- Other: Investigator(s) one-page C.V., showing relevant publications or qualifications to carry out the research.

Questions and Proposal Submission:

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Apply here: https://advance.wsu.edu/internal-grant-application/

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Review Process and Criteria:
The ADVANCE at WSU personnel will review applications and make the award decisions. In evaluating the proposals, consideration will be given to:

- The potential of the proposed research to inform one of the three key ADVANCE initiatives and program goal.

- The intellectual merits of the research.

- The feasibility of completing the research within the timeframe proposed.

- The dissemination plan, including presentations, publications, and/or external grants.

- The investigator(s)' qualifications for conducting the research.

- Support of applications is subject to availability of funds.