

Vanderbilt-wide Limited Submission Opportunity

NSF ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions

Applications due January 30, 2025

Vanderbilt (VU + VUMC): This is a joint competition for VU and VUMC investigators. All investigators should follow these instructions

The [NSF ADVANCE program](#) contributes to the National Science Foundation's goal of a more diverse and capable science and engineering workforce. In this solicitation, the NSF ADVANCE program seeks to build on prior NSF ADVANCE work and other research and literature concerning gender, racial, and ethnic equity. The NSF ADVANCE program goal is to broaden the implementation of evidence-based systemic change strategies that promote equity for STEM² faculty in academic workplaces and the academic profession. The NSF ADVANCE program provides grants to enhance the systemic factors that support equity and inclusion and to mitigate the systemic factors that create inequities in the academic profession and workplaces. Systemic (or organizational) inequities may exist in areas such as policy and practice as well as in organizational culture and climate. For example, practices in academic departments that result in the inequitable allocation of service or teaching assignments may impede research productivity, delay advancement, and create a culture of differential treatment and rewards. Similarly, policies and procedures that do not mitigate implicit bias in hiring, tenure, and promotion decisions could lead to women and racial and ethnic minorities being evaluated less favorably, perpetuating historical under-participation in STEM academic careers and contributing to an academic climate that is not inclusive.

All NSF ADVANCE proposals are expected to use intersectional approaches in the design of systemic change strategies in recognition that gender, race and ethnicity do not exist in isolation from each other and from other categories of social identity. The solicitation includes four funding tracks: ***Institutional Transformation (IT)***, ***Adaptation***, ***Partnership***, and ***Catalyst***, in support of the NSF ADVANCE program goal to broaden the implementation of systemic strategies that promote equity for STEM faculty in academic workplaces and the academic profession.

- The ***Institutional Transformation (IT)*** track is designed to support the development, implementation, and evaluation of *innovative* systemic change strategies that promote gender equity for STEM faculty within an institution of higher education.
- The ***Adaptation*** track is designed to support the work to adapt, implement, and evaluate evidence-based systemic change strategies that have been shown to promote gender equity for STEM faculty in academic workplaces and the academic profession. ***Adaptation*** projects can either: 1) support the adaptation of evidence-based systemic change strategies to promote equity for STEM faculty within an institution of higher education; or 2) facilitate national or regional STEM disciplinary transformation by adapting evidence-based systemic change strategies to non-profit, non-academic organizations.

- The **Partnership** track is designed to support the work to facilitate the broader adaptation of gender equity and systemic change strategies. **Partnership** projects are expected to result in national or regional transformation in STEM academic workplaces and the academic profession and demonstrate significant reach. **Partnership** projects can focus on the transformation of institutions and organizations and/or the transformation within one or more STEM disciplines.
- The **Catalyst** track is designed to broaden the types of IHEs that are able to undertake data collection and institutional self-assessment work to identify systemic gender inequities impacting their STEM faculty so that these can be addressed by the institution.

Eligibility

Vanderbilt University may submit only **one proposal** to the IT-Preliminary, Adaptation, **OR** Catalyst track. ***If applying for the IT track, institutional leadership must be involved.***

Vanderbilt can be the **lead organization only on one Partnership proposal** in the same competition but may be partners on multiple ADVANCE Partnership proposals in the same competition.

Please note that NSF ADVANCE does not provide fellowships, research, or travel grants to individual students, postdoctoral researchers, or faculty to pursue STEM degrees or research.

Award Amounts

The total number of awards to be made under this solicitation is estimated to be between 18 and 36 over the two fiscal years of this solicitation.

In each year, NSF expects to make: approximately six **Adaptation** awards up to \$1,000,000 for three years; six **Partnership** awards up to \$1,000,000 for five-year projects; and four Catalyst awards up to \$300,000 for two years. **IT** awards may be for up to \$3M over 5 years.

NSF anticipates that two to four of the twelve **Adaptation** and **Partnerships** projects may qualify for an additional \$250,000 for collaborating with a project initiated with NSF funding as described in the project description.

See [the solicitation](#) for more information, including the different deadlines for each track.

Internal Application Process

Interested faculty should visit [InfoReady](#) to submit an application for the internal LSO competition by **January 30**.