



## Resources for Recruitment and Hiring

Sources cited in live presentation:

1. National Science Foundation. (2001). *Women, Minorities, and Persons With Disabilities in Science and Engineering: 2000*. (Available online: [www.nsf.gov/sbe/srs/nsf00327/start.htm](http://www.nsf.gov/sbe/srs/nsf00327/start.htm))
2. Center for the Education of Women. (1996). *Women at the University of Michigan: A Statistical Report on the Status of Women Students, Faculty and Staff on the Ann Arbor Campus*. Volume III. (Copies available from CEW.)
3. NSF ADVANCE at the University of Michigan. (2002) *Assessing the Academic Work Environment for Women Scientists and Engineers*. (Available online: [www.umich.edu/~advproj/advreports.html](http://www.umich.edu/~advproj/advreports.html))
4. Virginia Valian's webcast: [www.rice.edu/webcast/speeches/20010329valian.html](http://www.rice.edu/webcast/speeches/20010329valian.html)
5. Valian, Virginia. (1999). *Why So Slow? The Advancement of Women*. Boston, MIT Press.
6. Wenneras, C and A. Wold. (1997). "Nepotism and sexism in peer-review." *Nature*, 387, 341-343.

### University Offices and Policies

1. Provost's Faculty Initiative Program (PFIP)
  - Discretionary funds to assist in diversifying the faculty
  - Dual Career Program
  - Website: [www.umich.edu/~provost/programs](http://www.umich.edu/~provost/programs)
2. ADVANCE Project
  - Pipeline and other data for disciplines (see also Data-Based Workshops for Disciplines program: [www.umich.edu/~advproj/dataawksp.html](http://www.umich.edu/~advproj/dataawksp.html))
  - Available for consultation on climate and retention
3. STRIDE – Science and Technology Recruiting to Improve Diversity and Excellence
  - Advises chairs on search committee composition and search practices
  - Works with search committee throughout the search process
  - Contact STRIDE: [advanceproject@umich.edu](mailto:advanceproject@umich.edu)

## College Level Resources

1. College of Engineering
  - Dean's Advisory Committee on the Status of Female Faculty
2. College of Literature, Sciences, and the Arts
  - Discretionary Budget for ADVANCE in Dean's Office
  - Dual Career Support Program in Dean's Office
3. School of Medicine
  - Sponsors participation of women faculty in Executive Leadership in Academic Medicine (ELAM)