



IWiN



## IWiN FAQs

### ***What is IWiN?***

IWiN is a project of the Society for Neuroscience (SfN), funded by the National Science Foundation (NSF) under the [ADVANCE](#) program's Partnerships for Adaptation, Implementation, and Dissemination (PAID). The three-year project, "Department Chair Training to Increase Women in Neuroscience (IWiN)," seeks to increase the number of women, including underrepresented minority women, among faculty in neuroscience. The core IWiN project activity is five regional workshops targeted to benefit more than 30 institutions across the U.S. The workshops provide concrete strategies focusing on recruitment, advancement, and creating a favorable work climate for female faculty and faculty from diverse backgrounds in neuroscience and neuroscience-related departments and programs. The workshops draw upon the proven strategies from ADVANCE programs at participating institutions such as the University of Michigan, Georgia Institute of Technology, University of Arizona, and the University of Washington.

### ***What is the ADVANCE program?***

The [NSF ADVANCE program](#) provides grants to academic institutions and professional societies for "Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers." Institutions develop, implement, and evaluate methods to increase women and diversity in the professoriate. The ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) programs extend the reach of the methods developed by institutions by taking proven strategies and disseminating them to a broader audience. SfN's IWiN project is funded by the ADVANCE/PAID program.

### ***When and where will the IWiN workshops be held?***

Two workshops will be held in 2011:

April 11-12, 2011, University of Arizona, Tucson, AZ

Sept. 15-16, 2011, Mt. Sinai School of Medicine, New York, NY

One workshop will be held in 2012:

Date TBD: Spring 2012, University of California, Irvine

### ***Who can participate in an IWiN workshop?***

Department chairs of neuroscience departments or neuroscience-related disciplines (e.g., biology, psychology, molecular and cell biology, anatomy, biochemistry, bioengineering, physiology, pharmacology, computer science, physics, mathematics). The program is not open to chairs of clinical departments due to rules of the NSF ADVANCE program.

### ***How will the IWiN workshops be organized?***

The workshops are 1½ days in length, and the number of participants average 35. Panels will present strategies documented to improve recruitment, promotion, and climate for women and underrepresented minorities. Participants will be assigned to small groups following each panel presentation to increase interaction and reinforce subject matter acquisition. An interactive professional theater performance will take place to illustrate situations where these strategies will be useful.



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### IWiN FAQs, cont'd

#### ***What will department chairs gain by attending an IWiN workshop?***

Department chairs will receive training on how to develop faculty recruiting practices to increase the pool of women and diverse candidates; identify best practices for promotion and tenure to ensure all candidates are evaluated fairly; and improve communication and climate for all members of a department. By being part of a team of at least three chairs from the same institution, participants will have a supportive network upon return to their home institutions as they seek to implement and disseminate the strategies learned.

#### ***What will institutions gain by sending department chairs to an IWiN workshop?***

Institutions will gain information and resources to promote and enhance recruitment, retention, and promotion of women and underrepresented minorities, and an implementation plan to use these resources at their universities. Participants will develop a plan for holding an “echo” workshop at their home institution to share one aspect of the IWiN workshop (recruitment, promotion, or climate) with their fellow chairs and faculty. This echo workshop will expand the benefits of the IWiN workshop to a broader community within each institution.

#### ***What is expected of participating department chairs?***

Workshop participants will provide, prior to the workshop, information related to recruitment, promotion and work climate for women and underrepresented minority faculty in neuroscience and related science, technology, engineering and mathematics (STEM) fields at their institution. This will serve as baseline information for the purpose of measuring change. Participants will actively engage in the interactive IWiN workshop and develop an implementation plan for utilizing and disseminating the information. Within six months after the workshop, participants will organize and conduct an “echo” workshop for faculty at their home institution. Finally, workshop participants agree to participate in project monitoring and evaluation activities.

#### ***What is expected of participating institutions?***

Participating institutions will send three to five chairs from departments related to neuroscience. All travel and workshop expenses are covered by the IWiN grant. Institutions are asked to provide their current distribution of faculty by gender, rank and department, as available (for up to the past five years), to assist with project evaluation activities. Institutions also agree to support follow-up/dissemination activities at their institutions in the form of “echo” workshops organized by the IWiN participants for other faculty at their institution. SfN will support echo workshops through an interactive Web site with resources and a forum for peer-to-peer discussions of challenges and lessons learned. The IWiN grant provides no financial support for echo workshops.

#### ***What costs are covered by the IWiN grant?***

IWiN workshops have no application or registration fees; participant travel, hotel, and per diem are covered by the IWiN grant. Institutions are responsible for costs associated with follow-up echo workshops at their institutions.

#### ***Where can I find more information or apply to attend an IWiN workshop?***

Visit the IWiN Web site at [www.sfn.org/IWiN](http://www.sfn.org/IWiN) or e-mail SfN staff at [iwin@sfn.org](mailto:iwin@sfn.org). Application deadline for the April 2011 workshop is **January 15, 2011**.