

ADVANCE: WISE@OU NEWSLETTER

WOMEN IN SCIENCE AND ENGINEERING AT OAKLAND UNIVERSITY
WWW.OAKLAND.EDU/ADVANCE

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ALL ABOUT WISE@OU:

- ◆ The WISE@OU project is supported by a four-year National Science Foundation ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) grant (Award Number 1107072).
- ◆ The program focuses on institutional analysis, recruitment, retention, and promotion of women and under-represented populations in the science, technology, engineering, and mathematics (STEM) areas.
- ◆ The main goal of the project is to increase the diversity of search pools and the number of women and under-represented populations in STEM tenure-track positions.
- ◆ Members of the WISE@OU leadership team will conduct surveys, focus groups, and interviews with faculty and administrators. Additional anticipated initiatives are listed on the WISE@OU website at www.oakland.edu/advance.

Get Help With Grant Writing

Are you currently writing a grant application or looking for funding opportunities? The OU Office of Research Administration (ORA) is here to help you!

ORA has two professionals who are available to assist faculty with finding funding, developing grant submission, navigating regulatory and policy requirements, assembling required information, and keeping the application activities on schedule. Linda Darga, Ph.D., is a physical anthropologist with over thirty years of clinical research experience in university and clinical settings. Pratima Krishna, Ph.D., is an immunologist who can assist basic scientists with grant development and management. E-mail darga@oakland.edu or pkrishna@oakland.edu for assistance.

ORA can arrange for a pre-peer review of your NSF or NIH grant application, providing a modest stipend to the reviewer upon completion of a pre-review based on the agency's requirements. If the grant is funded, both the PI and the reviewer receive a stipend. For more information, contact Dr. Dorothy Nelson, Vice Provost for Research, at danelson@oakland.edu.

ORA will be hosting a grant writing workshop on Friday, March 1, 2013, from 8:30 a.m. to 4:30 p.m. This event will focus on advancing your expertise in grantsmanship. A light breakfast and lunch will be provided. Workbooks will be provided for NIH, NSF, Foundations, or NIFA/USDA.

This workshop for OU faculty will provide information on

- how to identify an appropriate funding agency
- tips and strategies for competitive proposals
- how to target and engage the interest of your review panel
- how to develop a compelling narrative that wins reviewers' regard
- how to develop each section of the proposal for maximum impact

To enroll for this workshop at no cost, visit <http://www.oakland.edu/uhr/training/enroll>. Seating is limited. For questions, contact Pratima Krishna at pkrishna@oakland.edu.

WISE@OU's Recent Events

During the Fall 2012 semester, WISE@OU hosted two events for faculty.

In September, AHR's Leigh Settlemoir Dzwik and Michelle Piskulich led a question and answer session about leave options for faculty, with a specific focus on pregnancy and adoption.

In November, the AAUP hosted a tenure workshop for junior faculty. Faculty had the opportunity to ask questions about the tenure process to members of FRPC and CAP, as well as to the Interim Provost.

Did you miss these events or would you like to know more?

Videos of these events and additional information are available on the events page of the WISE@OU website at <http://www.oakland.edu/advance/events>. Click on the name of the event to access the videos and additional information.

ASK AHR: The Tenure Process

COMING SOON!
AN ANNUAL SUMMARY
REPORT OF THE
RESULTS OF OUR
SURVEY AND DATA
COLLECTION WILL BE
POSTED ON OUR
WEBSITE:
[WWW.OAKLAND.EDU/
ADVANCE](http://WWW.OAKLAND.EDU/ADVANCE)

WE LISTEN!
IN RESPONSE TO
FACULTY REQUESTS,
WISE@OU HAS
COMPILED AN
INVENTORY OF
LABORATORY
EQUIPMENT.

THIS LIST IDENTIFIES
AVAILABLE
RESOURCES ON
CAMPUS.
SEE THE LIST AT:
[HTTP://
WWW.OAKLAND.EDU/
?ID=11642&SID=247](http://WWW.OAKLAND.EDU/?ID=11642&SID=247)

The tenure process can be difficult to navigate, so WISE has teamed up with the Office of Academic Human Resources (AHR) to give you as much information as possible to help with your career!

Take a look at these tips if you are a faculty member who is preparing for or currently involved in the tenure process.

Associate Provost Michelle Piskulich offers these insights from her experience receiving reviews and overseeing timelines with AHR.

Some important pointers:

[Know your criteria.](#)

Become familiar with the

criteria for your unit and discuss progress with your department chair on an annual basis. Be sure to look at the Oakland University criteria for promotion and tenure. It should be a part of your unit criteria.

[Know your contract.](#)

Your contract includes valuable information about the tenure process. Read the contract sections on reviews to understand the process.

[Know your colleagues.](#)

Get to know faculty members outside of your department. Interaction with other faculty can give you a broader view of promotion and tenure, and increase the

likelihood of cross-disciplinary collaborations that lead to additional grant funding and publication opportunities.

[Stay on track.](#)

During your pre-tenure process, it is critical that you sit down with your department chair every year and look at how your record stands up to the criteria for the next promotion. These meetings can help you focus. Prepare your review files along the way so that documentation of your teaching, research, and services is easy to find when you need it.

Contact Academic Human Resources at (248) 370-2922 or e-mail ahr@oakland.edu.

NSF Conference Presentation

Based on our successful series of focus groups this past summer, members of the WISE@OU team will present "Beyond a Broad Climate Survey: Using Focus Groups to Drill Down to STEM Issues" at the upcoming

national meeting for NSF ADVANCE programs. The reports detailing STEM faculty perceptions of recruitment, the tenure process, mentoring, and grant issues will optimize future WISE@OU activities.



Nominate a Faculty Member for OU Awards

Oakland University offers awards to faculty members who have made significant contributions to the campus and research communities. Faculty can be nominated or self-nominate for the awards.

The Phyllis Law Googasian Award recognizes women who have contributed to the advancement of women at OU and beyond through distinguished leadership, scholarship, advocacy, mentoring, program develop-

ment, and other activities. Nominations are due by Friday, January 25 and the award will be presented on March 19. If you have questions, contact Jennifer Heisler at heisler@oakland.edu.

The University Research Committee (URC) offers two Research Excellence Awards with funding amounts of \$1,500 for junior faculty and \$2,500 for all faculty. This year's award cycle for the Research Excel-

lence Award is focused on the professional schools, including the SECS. The New Investigator award honors junior faculty members for their achievements at OU. Nominations for these awards are due by Monday, January 28, and forms are on the [OU Research Application Manager \(RAM\)](#). Find more information at the ORA website <http://www.oakland.edu/research>, under Faculty Funding Opportunities.