

1023-E1-1217

Tiziana Giorgi*, New Mexico State University, Department of Mathematical Sciences, Las Cruces, NM. *Advance Program at NMSU: A Formalized Mentoring for STEM faculty.*

The purpose of this talk is to give an overview of the activities of the ADVANCE program at New Mexico State University (NMSU). Since 2001, the National Science Foundation has funded 19 Universities to address the gender equity issues in science, technology, engineering, and mathematics (STEM) fields through ADVANCE: Institutional Transformation (ADVANCE: IT) awards. The ADVANCE program at New Mexico State University (NMSU) implemented a number of "best practices" to increase the number of women recruited and retained in STEM faculty positions. Retention initiatives included a formalized mentoring program for new faculty (men and women) in STEM as well as Social Science disciplines. The goal is to foster relationships that help both the mentor and the mentee with career issues, and help faculty members increase social networks and decrease any feelings of isolation. Evaluation of the program includes surveys and interviews of the participants, to evaluate how mentoring has affected faculty life and perceptions of mentoring. To date, the program has involved over one hundred faculty members with equal participation by men and women. (Received September 25, 2006)