GEORGIA TECH ADVANCE PROFESSORS:
JOINT TEAM REPORT
July 2019 – June 2020

This Report outlines the Georgia Tech ADVANCE Professors' 1) profiles of research and professional attainments; 2) institute-level accomplishments as ADVANCE Professors; and 3) accomplishments within respective Colleges (1-3 for the prior period); and 4) goals for July 2020-June 2021. The Report summarizes these, with further details appearing in individual Professors' reports.

In Fall 2019, the ADVANCE Team was co-led by Professor Catherine Ross (lead) with Professor Mary Frank Fox; and in Spring 2020, by Professor Mary Frank Fox (lead) with Professor Dana Randall.

I. Research and Professional Attainments: Profiles of ADVANCE Professors (2019-20)

A. Kim Cobb (College of Sciences)

Professor Kim Cobb is the Georgia Power Chair and Professor in the School of Earth and Atmospheric Sciences and the Director of the Global Change Program. Professor Cobb's research on trends and extremes in climate change is internationally recognized, evidenced in her selection as a Congressional Witness for the US House of Representatives Committee on Natural Resources, a hearing on climate change on February 6, 2019. She is also Lead Author for the Intergovernmental Panel on Climate Change (2018-2021), co-Chair of the "Water Isotopes in Climate" Working Group for US CLIVAR Working Group, and co-Chair of the CoralHydro2K Working Group for the international PAGES consortium on paleoclimate. Her lab's research has appeared repeatedly in high-profile journals such as *Science* and *Nature*, and garnered significant exposure through the Associated Press, the New York Times, Washington Post, NPR, and the Today Show. In the 2019-2020, she gave over 10 invited talks at universities, nationally, and two, internationally.

The Global Change Program designs and implements new educational opportunities and promotes new research initiatives in climate and global change. In her role as Director, Professor Cobb oversees, together with Professor Beril Toktay, the Carbon Reduction Challenge, pairing undergraduate students with local businesses to pursue carbon emissions reductions and energy cost savings. Professor Cobb is lead PI of the Smart Sea Level Sensor project based in Savannah, Georgia, working with coPIs from COC, COS, and COE, as well as CEISMC. She is also the Georgia Tech lead, together with Professor Marilyn Brown, on the "Georgia Climate Project," a joint initiative of Emory, Georgia Tech, and University of Georgia. In this latter capacity, she was co-PI, with Marilyn Brown (PI) and Beril Toktay (co-PI), of a newly funded project, "Georgia Drawdown," to identify top strategies that Georgia could deploy to achieve carbon neutrality. In addition, Professor Cobb is the Founding Director of the Sustainability Task Force, encompassing campus-wide centers and programs focused on sustainability, energy, and/or climate that coordinate and execute Georgia Tech's Strategic Plan in the area of sustainability.

In 2019-2020, Professor Cobb's lab had seven students, including six undergraduates, one graduate student, and one Research Scientist, all of whom were members of under-represented groups as either women, people of color, and/or members of the LGBT+ community. All of her seven former postdocs have attained tenure-track positions at major R1 institutions, and all of her former graduate students have continued their careers in science with postdoctoral appointments, research scientist positions, or tenure-track positions.

In the classroom, Professor Cobb co-teaches GT1000: Global Change, SLS 3110: Sustainable Systems, and EAS 2803: Engineering our Climate Future (Fall '19mini-mester). She also provides guest lectures to a range of sustainability-related courses.

In 2019-20, her formal Georgia Tech service includes membership on the Strategic Plan Steering Committee, the Strategic Plan's Diversity, Equity, and Inclusion subgroup, and the Sustainability Task Force. She also served as

Faculty Guide for the Presidential Scholars Class of 2020, Faculty Advisory Council member for the Strategic Energy Institute, and co-Director of the Carbon Reduction Challenge (which appears above).

B. Mary Frank Fox (Ivan Allen College)

ADVANCE Professor Mary Frank Fox's research focuses upon gender, science, and academia—the study of women and men in academic and scientific organizations and occupations, with significant implications for science and technology policy. Her research has introduced and established the ways in which scientists' participation and performance reflect and are affected by social and organizational settings in which they are educated and work. Her widely-cited research is published in over 60 different journals, books, and collections. She is a Fellow of the American Association for the Advancement of Science (AAAS), inducted "for distinguished research on women and men in scientific organizations and occupations, and for national leadership on issues related to diversity, equity, and excellence in science."

In 2019/20, ADVANCE Professor Fox's national distinctions reflected the impact of her research and its policy implications. First, she was elected Chair of the Section on Social, Economic, and Political Sciences of the American Association for the Advancement of Science. Second, she was invited to serve on the Committee of Visitors (COV) to review programs within the Directorate for Social, Behavioral, and Economic Sciences at the National Science Foundation. Third, the Melinda Gates Foundation invited Professor Fox to serve as member of the expert reviewer panel for the newly launched (2020) Equality Can't Wait Challenge, a $30 million competition that will help expand women's power and influence in the United States. Fourth, Elsevier Publications' Vice President for Research Intelligence invited Professor Fox to speak on "organizational perspectives on gender diversity and equality" for the launch of its Global Gender Report (event postponed because of the Covid virus).

Among her professional activities in 2019/20: ADVANCE Professor Fox also served as chair of tenure and promotion for the School of Public Policy; and was a member of the Tenure and Promotion Committees of Ivan Allen College (for both tenure/promotion and critical reviews). She co-directed the Georgia Tech (GT) Center for the Study of Women, Science, and Technology (WST), managing the WST Undergraduate Student-Faculty Research Partnerships, and organizing the WST Distinguished Lecture, featuring Abigail Stewart, Distinguished Professor of Psychology, The University of Michigan (Lecture postponed because of the Covid virus).

Professor Fox organizes her research in concert with the training of students. In her lab (2019/20) are a postdoctoral student, two graduate students, and three undergraduate students.

In 2019-20, Professor Fox brought to the national and international forefront issues of equity, diversity, and excellence with advisory boards and panels including those as:

> a. Representative on "Gender Equality" for Georgia Tech (Office of President), University Global Compact – 17 Rooms, in partnership with United Nations in pursuit of Sustainable Development Goals, Rutgers University.
> b. Member of Strategic Research Assessment of Science and Technology, Departments of Mathematics and of Science Studies, Aarhus University, Denmark.
> c. Member of the Social Science Advisory Board, National Center for Women and Information Technology.
> d. Member of ADVANCE External Advisory Boards for Arizona State University and Clemson University.
> e. Panel of Experts for Sigma Xi (Scientific Research Honorary Society), Diversity and Inclusion Initiative.
> f. Editorial board of the leading journal, *Social Studies of Science*.

C. Pinar Keskinocak   (College of Engineering)

Professor Keskinocak is the William W. George Chair and Professor in the School of Industrial and Systems Engineering and the co-founder and Director of the Center for Health and Humanitarian Systems. Her recent work addresses infectious disease modeling, disaster preparedness and response, hospital operations management, and

the development of methods and solutions, with the goal of improving the efficiency and effectiveness in health and humanitarian systems. For her contributions to the research in health and humanitarian systems and distinguished service to the INFORMS community, she has been recognized as an *INFORMS Fellow*.

Her research in the health and humanitarian sectors has direct applications and impact in practice, and received press attention indicating the importance to the public. Most recently, her research group has been active in developing models to project Covid-19 disease spread geographically and over time.

In 2019/20, Professor Keskinocak continued her broad range of research, education, and outreach activities, resulting in several new publications and submissions (with a Google scholar h-index 42, i-index 84). She continued collaborations, including those with the Carter Center, CDC, Emory University, CHOA, Georgia Department of Public Health, and Denver Public School System. Her research has been presented at several conferences and invited seminars during July 2019-June 2020.

In addition to regular teaching, she has been very active in Ph.D. student advising. In 2019/20, she has worked with more than a dozen Ph.D. students, with whom she met at least once a week, worked closely on research, nominated for awards, and supported their participation in conferences. Among these, 12 are women, and 3 are URM. She encouraged and mentored several of these students to co-chair sessions and nominated them for awards, which they received.

In 2019/20, Professor Keskinocak served as the President-Elect of INFORMS during January 2019 and as the President since January 2020. She continued as the department editor of *IIE Transactions in Healthcare Systems Engineering*, and the senior editor of *Manufacturing & Service Operations Management*, as well as serving on the Advisory Board of two NGOs, Safe Water Now, and the International Association of Public Health Logisticians.

Professor Keskinocak led a new Diversity, Equity, Inclusion Ambassadors program with INFORMS. This program will bring together groups of academics and practitioners, graduate and undergraduate students, post-docs, and staff who will work on initiatives to foster a diverse, equitable, and inclusive INFORMS community.

At Georgia Tech, Professor Keskinocak continued her service as an ex-officio member of the CoE Diversity and Inclusion Council and as Fellow of the GT Council of Global Affairs, member of the ISYE Reappointment, Tenure, and Promotion Committee, and member of the Northside Hospital & Georgia Tech Joint Research Collaboration Steering Committee.

In outreach, the Center for Health and Humanitarian Systems organized the fourth Health Systems: The Next Generation event in Fall 2019, which has now become an annual event. The annual Health and Humanitarian Logistics Conference took place in Rwanda in 2019, drawing participants from around the world.

D. Dana Randall (College of Computing)

ADVANCE Professor Dana Randall's research lies at the intersection of theoretical computer science, discrete probability, and statistical physics and looks at ways to design and analyze efficient stochastic algorithms for sampling, approximate counting, and collective phenomena. She is a Fellow of the American Mathematical Society and a National Associate of the National Academies. Until mid-Fall 2019, she served as co-executive director of the Institute for Data Engineering and Science (IDEaS) that she co-founded in 2016. She is the PI on a new, five year $6.25M Multidisciplinary University Research Initiative (MURI) award on "Foundations of Emergent Computation and Algorithmic Matter," funded by ARO and launched in August 2019.

In June 2019, Professor Randall chaired the organizing committee of the second Conference in Machine Learning in Science and Engineering (she co-founded and co-organized the first MLSE conference in 2018 at CMU). This meeting had over 400 participants, 9 parallel sessions, 5 plenary speakers, breakout and poster sessions for students, industry tables, and a hackathon for women. She is now serving on the organizing committee for the third MLSE conference. Professor Randall raised $200K with an NSF TRIPODS+X award to sponsor the 2019 and 2020 events and raised over $60K from industry for last year's event.

Professor Randall delivered several keynote lectures, including the Birnbaum Lecture at the Pacific Northwest Probability Meeting, as the first woman given this honor in its 16 years. She was also invited to give plenary talks at the Symposium on the Theory of Computing, the Dutch Probability Meeting (upcoming), and the annual Maxton Lecture in Mathematics at Texas A&M (upcoming).

Last year, she was reappointed to a second 4-year term on the International Scientific Advisory Committee of the Centre de Recherche Mathematiques in Montreal. In addition, she was appointed to the advisory boards of two new NSF TRIPODS centers on the foundations of data science at Tufts and at Rutgers and continues to serve on the external advisory committees for the Purdue Center for the Science of Information, the Center for Discrete Mathematics and Theoretical Computer Science at Rutgers, and the Transactions on Algorithms Editor in Chief search committee. She serves on the editorial board of the *Theory of Computing* and this year was appointed to the board of the *Annales de l'Institut Henri Poincaré D*.

Last fall, Professor Randall had one PhD student graduate take a permanent position at Google Research. She is currently advising three other PhD students (two of whom are women), two postdoctoral associates, and one female undergraduate.

E. Catherine Ross (College of Design)

ADVANCE Professor Catherine Ross, Regents' Professor, directs the Center for Quality Growth and Regional Development (CQGRD) and has a dual appointment in the Schools of City and Regional Planning and Civil and Environmental Engineering and serves as the Harry West Professor. In 2019-20, Professor Ross served either as Principal or Co-Principal Investigator on multiple (research) projects. She managed nearly $400,000 in funded research and donations. Select research sponsors included the American Planning Association (APA), The Georgia Department of Transportation, and the United States Department of Transportation (Federal Highway Administration).

Professor Ross is a member of the editorial boards of *Journal of Planning Literature* and the *International Journal of Urban Science*, and a University of Pennsylvania Institute Urban Research and a member of the National Academy of Public Administration.

In spring 2019, Professor Ross first offered a new studio: CP 6052 Puerto Rico Planning Studio: Disaster Relief and Mitigation, a faculty-led study abroad program. This studio is now in its second year. Because of the pandemic, the students were unable to complete the studio as planned which would have culminated with a visit to San Juan, Puerto Rico during spring break 2020. Nevertheless, the studio was completed with successful distance learning modules. The CEE 6602 and CP 6311 Introduction to Urban Transportation Course, which she co-teaches with Professor Guensler, was revised and submitted as two new courses.

In 2019-20, Professor Ross was the subject or contributor to significant media outlets and magazines including the *Atlanta Journal-Constitution*, *Georgia Trend Magazine*, and the *National Academies Magazine*. Together with the team of researchers, she directs at the Center for Quality Growth and Regional Development (CQGRD), and 15 journal articles and other media publications were produced. Professor Ross also presented at several conferences, symposia, or meetings.

In October 2019, Professor Ross was invited to attend the first-ever NSF ADVANCE and I-Corps Joint Summit, hosted by the University of Toledo, Purdue University, and the Association for Women in Science in Cleveland, Ohio. The goal of the event was to share best practices and identify synergistic local programs that instigate systemic institutional changes to encourage, enable, and reward female researchers to grow their careers and impact by commercializing their innovations.

Professor Ross continues to serve on the planning committee for the annual Georgia Tech Diversity Symposium. Also, she serves on the Committee to select Diversity Champions and on the Georgia Tech Naming Committee. For the 2019 Diversity Symposium, she moderated a panel with Professor Dorothy Yancy, Georgia Tech's first

tenured African American faculty member. She also participates in Georgia Tech's Annual Focus Program. Dr. Ross served on the Restart Research Task Force which oversaw the resumption of the research initiatives at Georgia Tech following the spring closure of campus.

In 2019-20, Professor Ross was a member of the School of City and Regional Planning faculty searches and the Reappointment, Promotion and Tenure Committee and she continues to direct and serve on a large number of doctoral committees for students in the Schools of City and Regional Planning and Civil and Environmental Engineering.

F. Beril Toktay (Scheller College)

L. Beril Toktay is Professor of Operations Management and the Brady Family Chairholder in the Scheller College of Business. A pre-eminent scholar in sustainable operations, Professor Toktay's research focuses on creating sustainability through business model innovation. She is on the Board of Directors of the Alliance for Research on Corporate Sustainability. Her recent focal areas include enterprise strategies for remanufacturing and reuse, business models for collaborative consumption, and the design of extended producer responsibility approaches for electronic waste and pharmaceutical overage. In the past year, her articles continued to be accepted for publication in high-impact journals. In 2019, she received the 2019 Brady Family Award for Research Excellence in Scheller College, which is awarded to faculty with outstanding research productivity in the last three years. She is a Distinguished Fellow of the INFORMS Manufacturing and Service Operations Management Society (inducted in 2017).

Professor Toktay recently presented her work at Georgetown, Berkeley, Texas A&M, and Stanford Universities. Her service to Scheller College includes the Promotion and Tenure Committee, the Periodic Peer Review Committee, and the Endowed Professorships and Chairs Committee. She serves as Faculty Director for the Ray C. Anderson Center for Sustainable Business, and is Executive Co-director of the institute-wide Serve-Learn Sustain Program, which she spearheaded.

In 2019-20, Professor Toktay made significant service and institutional contributions at Georgia Tech, serving on the Provost Search Committee, the Living Building Academic and Research Council, the Strategic Energy Institute Faculty Advisory Board, and the Council of Foreign Affairs.

Professor Toktay has consistently placed her PhD students in top business schools. Her most recent co-advisee obtained an Assistant Professor position in the Fuqua School of Business at Duke University.

II. Institute-Wide Programmatic Accomplishments and Activities of ADVANCE Professors, 2019-2020

A. Deans' Equity Reports for Annual Presentation

The ADVANCE Professors collaborated toward the analysis and presentation of the content of the 2019 Deans' annual reports for the meeting with the Provost and GT Deans that Professor Ross led with Professor Fox (October 2019). The presentation focused on ADVANCE highlights; policies and recommendations toward diversity in hiring; and College-level innovations.

B. Demystifying Georgia Tech

Professors Keskinocak and Toktay organized the fourth year of this series of panels open to all faculty, staff, and students, targeted to those who believed they understood their "corner" of Georgia Tech, but would benefit from seeing the bigger picture. The talks were recorded by the GT Library, archived in SMARTech, and added to the ADVANCE website as resources for the campus communities. Organized over the fall and spring semesters, the talks focused on insights about Institute communications, the Office of the President, institute relations, and community engagement. The four events collectively drew around 150 participants during the 2019-2020 academic year.

C. Adaptive Leadership Workshop

Co-organized by Professors Keskinocak and Toktay and sponsored by Georgia Tech's ADVANCE Program since spring 2016, the Adaptive Leadership Workshop provides tenured or non-tenure track faculty and staff members with an understanding of the concept of adaptive leadership and a structure to apply it. The Workshop is facilitated by Bob Thomas, GT professor of the practice and director of leadership education at the Institute for Leadership and Entrepreneurship. In spring 2020, 22 faculty and staff participated in this program.

D. Institute-wide Women Faculty Lunches

The ADVANCE Professors arrange campus-wide lunches for women faculty once a semester, providing an opportunity for networking and updating women faculty on the findings and activities of ADVANCE. In Fall 2019, Professor Ross organized the lunch, with guest speaker, Executive Vice President for Research, Chaouki T. Abdallah, who shared information about forthcoming changes to the research administration at Georgia Tech. In Spring 2020, Professor Fox arranged a lunch with Dr. Beth Carbrera (President and Founder, Cabrera Insights) speaking (postponed because of the Covid virus).

E. ADVANCE Web-Presence and Column on Reflections for Faculty Advancement

As part of the ADVANCE priority for expanded web-presence, Professor Fox inaugurated a column on the ADVANCE website, "Reflections for Advancement: Issues and Solutions." She collaborated with her student on a current piece (May 2020) posted on Faculty Family Leave Policies that categorizes and profiles the key features of these policies at selected research universities.

F. ADVANCE Representation in Georgia Tech Initiatives

The ADVANCE Professors represented and advocated equity, diversity, and inclusion in 2019-20 Georgia Tech initiatives, encompassing: 1) webinar sessions on Hiring a Diverse Faculty, organized by Office of Faculty Affairs (October 2019); 2) a discussion table as part of the event on "Moving the Needle: Shifting the Conversation around Sexual Harassment," with University of Michigan's CRLT Players (November 2019); 3) Gender Equity and the Gates Foundation Initiative (November 2019); and 4) the Strategic Plan Working Group: Diversity, Equity, and Inclusion Subgroup.

G. ADVANCE National Outreach

Professor Fox served on External Advisory Boards for ADVANCE Institutional Transformation Initiative at Clemson University and Arizona State University. These expand the impact and exchange of GT ADVANCE-EDEI with institutions, nationally.

H. Pilot Study on Faculty Offers and Acceptances

A concern with the conversion of interviews to offers and acceptances (or not) led to a collaboration of ADVANCE and the GT Vice Provost for Graduate Education and Development, with a pilot study conduced by Professor Susan Cozzens. This study took a subset of candidates who received offers and investigated experiences and eventual outcomes in acceptances (or not) by demographic groups, with an aim to improve the hiring process and positive outcomes.

I. Diversity in the Research Enterprise

Professor Randall started discussions with IRI directors and GT leadership to share practices for diversity within the research enterprise.

J. Diversity and Inclusion Fellows

The Diversity and Inclusion Fellows program brings together faculty, staff, and students who individually and collectively advance their action, research, or teaching objectives while improving inclusivity on campus. Professors Keskinocak, Ross, and Toktay took steering responsibility for this program (in collaboration with Magnus Egerstedt) for the 2019 cohort of 21 DI Fellows, selected from among 94 applicants. Final projects in this cohort included creative products (I'm Migrant), community events (Family Storytime at GT Library), intentional inclusion practices and knowledge development (DI Workshop for Makerspaces, The Student Competition Center: Building Community & Creating an Inclusive Culture), student organization formation (ABLE Alliance, Graduate Students with Families). The fourth year of the program will launch in August 2020, with 31 Fellows selected from a record-breaking 151 applicants.

III. Programmatic Activities and Accomplishments of ADVANCE Professors in Colleges (2019-2020)

The Georgia Tech ADVANCE Program focuses on aims of equity, diversity, excellence, and inclusion, as achieved through mentoring, transparency, bias awareness and a culture of equity, and accountability through data collected. The ADVANCE Professors supported these aims in their respective Colleges in the following ways.

A. College of Sciences – Kim Cobb

1. CoS Diversity Council – and associated initiatives:

a. Serves as ex-officio member of the College of Science Diversity Council, and as Faculty Advisor to the College of Science Graduate Student Diversity Council. The Graduate Student Diversity Council had a number of recommendations that Professor Cobb is seeking to implement in partnership with the CoS administration and the school chairs.

b. Initiated and engaged the CoS Faculty Diversity Council on race and racism in STEM, compiling a document of books, articles, and other resources (link here).

c. Spearheaded *#GRExit in CoS and beyond* to remove the GRE as a requirement for graduate applications, as recommended by the CoS Graduate Student Diversity Council. The rationale developed is publicly available here; and a piece for on the benefits of the #GeoGRExit appeared in *Transactions of the American Geophysical Union*.

2. Faculty Hiring:

Continued to develop the guidelines that emerged from the CoS Committee on Excellence through Diversity in Faculty Hiring, working with the College of Science Diversity Council to finalize the document and create a permanent home for the resource on a CoS webpage.

3. Mentoring:

Served as informal mentor to over 10 women faculty across CoS, and looks forward to working with the CoS Dean and Associate Dean Matt Baker to implement a woman-to-woman mentoring program.

4. Improved Signage for Gender-Neutral Restrooms:

Spearheaded efforts to create a flier to post near restrooms to indicate location of nearest gender-neutral restrooms. Signs posted in CoS buildings in January 2020, with work towards campus-wide implementation.

5. Community Building and Communications:

a. Hosted four ADVANCE faculty lunches for CoS during the 2019-2020 year, including two for academic professionals, one all-rank lunch with the new Dean at the beginning of the academic year, each reviewing ADVANCE and collecting feedback and areas of concern.

b. Had ongoing discussions with CoS non-tenure track faculty, resulting in a summary of priorities for their equity and inclusion. The resource appears here.

c. Continues to curate a CoS-ADVANCE Listserv, promoting ADVANCE-related activities.

6. Engagement with CoS Leadership:

a. Met with six CoS School Chairs to discuss common goals, as a result of disruptions resulting from the COVID19 pandemic.

b. Met with Dean Lozier to discuss the Dean's priorities around diversity, equity, and inclusion for the next academic year, and advance those priorities through sustained and active partnership.

B. Ivan Allen College – Mary Frank Fox

1. Equity, diversity, and excellence:

a. Acted as liaison for ADVANCE with IAC Dean Jackie Royster and Interim IAC Dean John Tone, meeting together several times each semester to inform and be informed on issues of equity, diversity, and excellence and to partner with the College in the process.

b. Updated regularly the IAC School Chairs on ADVANCE initiatives, including the IAC ADVANCE Network of Faculty, the annual postings of the IAC Handbooks, and bias awareness training.

2. Transparency, equitable culture, and accountability: With the leadership of IAC Dean Royster, partnered toward the annual ADVANCE Annual Deans' Report.

3. Mentoring, transparency, and equitable culture:

a. Organized and hosted an IAC ADVANCE Talk (including visits with students), co-sponsored with School of Public Policy. The talk was widely attended with 50 participants across Colleges: Dr. Cassidy Sugimoto, Program Director, NSF Science of Science and Innovation Policy, "Parity Paradox: Exploring Gendered Labor Roles and Rewards in Science" (November 2019).

b. Supported through the IAC ADVANCE Network, a visit by Dr. Laurel Smith-Doerr (University of Mass-Amherst) and joint talk with Dr. Kaye Husbands Fealing (Chair, School of Public Policy) on "Gender Pay Gaps in US Science Agencies" (March 2020).

c. Hosted the IAC ADVANCE Network for Women Faculty – interfacing with the IAC website and profiling IAC faculty by School, with news, calendar, and resources. The Network fosters exchange among faculty and among faculty and students—including incoming students/faculty and those being recruited to Georgia Tech.

d. Led two IAC Workshops on Tenure and Promotion, one for assistant professors and a second for associate professors (January 2020).

4. Mentoring and equitable culture:

a. Developed and maintain IAC ADVANCE Listserv, with weekly or biweekly postings of information, events, and updates—including those that publicize and celebrate the accomplishments and community of IAC women faculty.

b. Maintain Ivan Allen College ADVANCE Professor [website](#) – including links to Resources within and outside of Georgia Tech on participation and advancement of women faculty.

c. Mentored and advised faculty across six Schools of IAC through meetings with individual IAC faculty members on issues including family leave, faculty development, and advancement.

C. College of Engineering – Pinar Keskinocak

1. Diversity, Equity, and Inclusion:

a. Professor Keskinocak served as a Panelist in the session, "Diversity, Equity, and Inclusion at Georgia Tech, Berkeley, and Michigan," at the NextProf Nexus program, organized by CoE in October 2019.

b. Regularly informed CoE faculty and School Chairs about events and publications related to career development, bias awareness, leadership, and other topics.

2. Mentoring:

a. Resume Speed Meeting Workshop: Following the tradition from previous years, the workshop was open to all CoE tenure-track junior faculty or associate professors planning for promotion or tenure within a year or two, and now includes participation from Computing, Design, and Sciences. The March 20, 2020 event involved pairings of 17 mentors and 16 mentees, with pairs swapping every 15 minutes so that candidates could receive feed-back from multiple mentors/colleges. Responses to the event were positive, and the event will continue.

b. Had one-on-one meetings with several faculty members from CoE to discuss family leave, faculty development, dual careers, and advancement. Met (per invitation of CoE School Chairs) with some women and URM faculty candidates during their on-campus interviews, and participated in activities of Women in Engineering and FOCUS programs.

D. College of Computing – Dana Randall

1. Mentoring

a. Continued to manage the mentoring program in the School of Computer Science and oversee mentoring across the College of Computing, contributing ADVANCE funds for all mentor/mentee pairs in CoC to have lunch once per semester.

b. Continued "mentoring/networking breakfasts" for (male and female) junior faculty in the College; and periodically arrange topical discussions with junior faculty and a few senior faculty (topics have included mentoring, teaching and advising, "saying no," and leadership skills).

c. Advised several women undergraduate and graduate students on job and fellowship prospects, and recommended women for scholarships. Advised senior graduate students and junior faculty members on writing career proposals and on fellowships and awards.

2. Networking:

a. Continued regular focused lunches with junior and senior women throughout the year to discuss challenges and opportunities in the College.

b. Organized breakfasts for women faculty to meet with visiting women scholars, including SCS Distinguished Lecturer Mary Lou Soffa (University of Virginia) who gave the ADVANCE Mary Jean Harrold Memorial Lecture.

3. Faculty Hiring:

Chaired one of the three faculty searches in Computer Science, and emphasized the need for diversity in all. Although the process was severely hindered by Covid-19 and hiring freezes, all three junior offers in the school went to women, and two to outstanding URM women.

E. **College of Design – Catherine Ross**

1. Women of Excellence Awards: Yearly awards made to individuals who have distinguished themselves through professional leadership, scholarship, and sustained service on behalf of the Georgia Institute of Technology and the College of Design. Each award winner receives a monetary gift through ADVANCE.

2. Monthly Meetings: These meetings allow female faculty, staff, and Ph.D. students to discuss experiences in the College, following a program of news, resource sharing, and facilitated discussions. Recent topics include gender pay gaps, research initiatives, and professional development.

3. Welcome to New Members of CoD: CoD-ADVANCE has made it a priority to welcome all new members across its Schools. Individuals introduce themselves and their work, providing an opportunity to learn and interact.

4. Special monthly luncheon guest speaker: Because of the Covid-19 pandemic, CoD ADVANCE had to cancel it conversation with CoD Dean French, and will reschedule the event.

5. College of Design – Diversity Council: Professor Ross is an ex-officio member of the Council, and also advises the Diversity Council in the School of City and Regional Planning.

6. Service project: Annual drive for gifts for children of Atlanta Children Shelter during the holiday season.

7. Supporting Initiative Led by Women in Architecture: In Spring 2020, CoD-ADVANCE supported a forum on Equity in Architecture, an interactive panel with a keynote speaker.

F. **Scheller College of Business – Beril Toktay**

1. Scheller College's Strategic Plan-Goal for a diverse, inclusive, vibrant, and innovative community: Professor Toktay continues to perform for this goal, working together with Professor Christine Shalley (former ADVANCE Professor-Scheller College).

2. Scheller College Diversity and Inclusion Council: Professor Toktay serves as an ex-officio member of the Council. In 2019/20, the Council's activities focused on dialogue about cultural and learning within the classroom; support of Diversity in Business panels with Dean; advising the Diversity in Business undergraduate club; and collaborating with the College Marketing team for increased communication on diversity and inclusion.

3. Diversity and Inclusion (DI) Fellows: In the third (2019/20) cohort of DI Fellows, two are from Scheller College. Professor Toktay provides informal advising and funding support for their projects.

4. Other Diversity, Equity, and Inclusion Activities: These include mentoring of individual faculty on faculty development, family leave, and advancement, and collective mentoring through networking lunches for women faculty in the College; sponsorship to the INFORMS Women in OR/MS section, the Minority Issues Forum, and the Junior Faculty Interest Group; regular information shared with Scheller faculty; and promotion of the Institute's Bias Awareness Workshops.

IV. Goals for the ADVANCE Professors (2020-21)

In the coming year, the ADVANCE Team plans to:

A. Work within each College to foster equity, diversity, excellence, and inclusion – in partnership with the Deans of respective Colleges.

B. Identify and execute a set of strategic goals to improve racial diversity, equity, and inclusion at Georgia Tech with activities that leverage the ADVANCE network and resources, focusing especially on faculty.

C. Develop and enhance cross-college ADVANCE initiatives including communications and consensual relationship policy for the Georgia Tech Faculty Handbook—and the continuing presentation of Demystifying Georgia Tech and the Adaptive Leadership Workshop.

D. Work to revise BOR rule prohibiting reimbursement for childcare-related expenses, noting that such expenses can be funded by federal grants (e.g. NSF) and/or foundation funds, and represent a critical support for early career faculty, graduate students, and postdoctoral scholars.

E. Support policy about diversity in research for Georgia Tech sponsored events and make Interdisciplinary Research Initiatives and other Georgia Tech Centers more inclusive.