We welcomed external evaluator Dr. Laura Kramer to our University on November 19 and 20. Mizzou ADVANCE opted to hire an external evaluator to provide us with an opportunity to reflect on the accomplishments and challenges of the program.

During her two-day visit, Dr. Kramer met with various committees and deans to discuss Mizzou ADVANCE’s progress over the past years. It is our hope that those conversations will allow us to gain perspectives on the program’s strengths, as well as provide us with opportunities to sustain our programs beyond the grant period.

One element we shared with Dr. Kramer was participation rates for Mizzou ADVANCE activities. The following is a sampling of the data we have collected as of October 31, 2009:

- Overall, 33% of all STEM faculty participated in a Mizzou ADVANCE activity/event
- Specifically, 32% of A&S faculty, 42% of CAFNR faculty and 26% of Engineering faculty participated in a Mizzou ADVANCE activity/event
- 31% of Full Professors participated, 44% of Associate Professors participated and 24% of Assistant Professor participated in a Mizzou ADVANCE activity/event

### Faculty Spotlight

- Congratulations to Lesa Beamer, who has joined the editorial board of Acta Crystallographica Section F: Structural Biology and Crystallogination Communications.
- Dr. Nancy Flournoy was a panelist for The New Yorker’s “New Math” event. The sold-out panel about crunching the numbers was held on October 17 as part of The New Yorker Festival.

### Upcoming Events...

- **December 6, 2:30 - 3:30 p.m.**: Interactive Theatre Performance
- **December 8, 1:30 - 3:00 p.m.**: STRIDE meeting, 325 Strickland Hall
- **December 10, 11:30 a.m. - 2:00 p.m.**: Media Training, N206 Memorial Union (Walt Disney room)
- **December 14, 1:00 - 2:30 p.m.**: Steering Board Meeting, 325 Strickland Hall

### People are Talking About ...

- **November 16** - New York Times: Data released by PayScale shows that “at the top of the income scale--jobs paying more than $100,000--the salary gap between equally qualified men and women is still vast.”
- **November 10** - Chronicle of Higher Education: A UC Berkeley report "focuses on reasons why women have turned away from careers as academic scientists“ and offers recommendations on how to retain women in academic science.
- **October 22** - AAUP: "A new report, released in 2009 by the Higher Education Research Institute (HERI), provides insights into areas of faculty work and satisfaction for men and women” at four-year colleges and universities nationwide.