LATTICE®
Launching Academics on the Tenure-Track: an Intentional Community in Engineering

Project Overview
- Adapts the WEBS (NSF ADVANCE SBE-0545273 and SBE-0544754 AND NSF DEB-1044506) and BRAINS (NIH NINDS 1R25NS076416-01) professional development model of a national symposium and peer mentoring groups
- Builds on the Peer Mentoring Summits for Women of Color Engineering Faculty (NSF ADVANCE 0545269)
- Provides a testbed for ethnographic research on the model and the program organizers
- Invites Early-Career Women in Electrical Engineering and Computer Science for LATTICE I in May 2017
- Invites Early-Career Underrepresented Minority Women in Engineering for LATTICE II in 2019

Project Goals
- **Programmatic Goal:** Adapt, articulate, and disseminate an existing professional development model to support the persistence and advancement of underrepresented groups in engineering faculty careers.
- **Research Goals:** Use ethnography to study i) individual and group values, politics, and practices of change-agents in the NSF ADVANCE community; ii) differences in social identities and disciplines of both organizers and participants; and iii) feminist strategies to facilitate consciousness-raising and transformative leadership in STEM.

**LATTICE Team**
- Dr. Joyce Yen (PI) - Director, ADVANCE Center for Institutional Change, University of Washington
- Dr. Julie Ivy (Co-PI) - Associate Professor, Industrial and Systems Engineering, North Carolina State University
- Dr. Claire Horner-Devine (Co-PI) - Director of Diversity & Leadership Development, College of the Environment, University of Washington
- Dr. Eve Riskin (Co-PI) - Faculty Director, ADVANCE Associate Dean of Diversity & Access, College of Engineering, Professor of Electrical Engineering, University of Washington
- Dr. Christine Grant (Co-PI) - Associate Dean of Faculty Development and Special Initiatives, College of Engineering, Professor, Chemical Engineering, North Carolina State University
- Dr. Coleen Carrigan (Co-PI) - Assistant Professor, Social Sciences, California Polytechnic State University
- Saejin Kwak (Graduate Research Assistant) - Ph.D. Candidate, Multicultural Education, University of Washington
- Dr. Cara Margherio (Evaluator) - Senior Research Associate, UW Center for Workforce Development, University of Washington

**SYMPOSIUM 1:**
May 18 – 21, 2017
Seattle, WA
**TARGET AUDIENCE:**
Early-career women in EECS
**APPLICATION OPEN:**
November 2016

**BUILDING COMMUNITY**
- **LATTICE Intervention**
  - Support early-career, post-PhD women as they navigate engineering faculty careers
  - Start with retreat-like, 4-day symposium focused on career skills, self-reflection and conversations about identity (e.g. gender, race/ethnicity) and the academy
  - Continue through regularly meeting peer-mentoring circles and online connections
  - Impact participants’ career self-efficacy, sense of belonging and career-advancing behaviors
  - Introduce informal, sustainable support structures into the academic landscape

- **LATTICE Symposium**
  - Target Audience: Early-career women in EECS
  - Application Open: November 2016

- **LATTICE Team**
  - Form a coherent group of scholars each with her own voice
  - Build rapport across multidimensional differences
  - Advance change in academia through a social and intellectual movement in STEM
  - Support the success of female faculty in engineering, especially women of color

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