Alice Hogan

Consultant & Former Director of the ADVANCE Program at NSF, USA

Alice Hogan served as the inaugural Program Director of the ADVANCE Program of the National Science Foundation (NSF). She was invited by the NSF Office of the Director to lead an effort to design, and then to implement, a new approach to addressing the under-representation of women in academic science and engineering careers, particularly at the senior ranks. This effort resulted in the creation of the ADVANCE Program.

Hogan was asked to serve as the first Program Director of ADVANCE and served in that role from 2001 – 2007. Hogan received the NSF Director's Award for Superior Accomplishment for work on the ADVANCE Program. Hogan's experience at NSF includes work with the International Programs of the Foundation. Prior to work with the ADVANCE Program, she was a senior program manager with NSF's Division of International Programs with responsibility for strategic planning, oversight, and management of bilateral science and engineering programs with the People's Republic of China and other countries in the Asia Pacific region. She worked at the White House Office of Science and Technology Policy on detail from the Foundation, with responsibility for a variety of international cooperative science initiatives, and at Motorola under a White House program, the President's Commission on Executive Exchange.

Hogan was recently appointed to the Workforce and Diversity Committee of the Association of Universities for Research in Astronomy (AURA), and serves as an international advisor to the European Commission funded TRIGGER project (TRansforming Institutions by Gendering contents and Gaining Equality in Research).

Reflections on institutional transformation to advance women in STEM

In 2001, the National Science Foundation initiated a program (ADVANCE) aimed at addressing barriers to the full participation of women in academic science, technology, engineering and math (STEM) careers. This talk will trace the development of ADVANCE, highlight ongoing challenges and lessons learned, and discuss essential elements of transforming academic institutions to make them more inclusive and equitable.