



Ms. Alice Hogan

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

Title of Presentation: Reflections on Institutional Transformation to Advance Women in STEM

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.

Following her retirement from the National Science Foundation in 2007, she served as Chief Administrative Officer for the Asian University for Women Support Foundation, a not-for-profit support and fundraising office for development and establishment of the Asian University for Women, Chittagong, Bangladesh. Since 2008, she has worked as an independent higher education consultant who works with academic institutions on programs and policies to advance the participation of women in academic science and engineering. Past and current clients include Harvard University, Georgia Tech, University of North Texas, Skidmore College, Union College, Iowa State University, the University of Miami, Purdue University and the Rochester Institute of Technology.

She was a Fellow at the Kennedy School of Government's Women and Public Policy Program, and

served as an advisory board member for the American Council on Education's Office of Women in Higher Education and for the Advisory Board for the AAUW research report, *Girls in Science: Key Research Findings on Gender Equity in Science, Technology, Engineering, and Mathematics (STEM)*. Hogan is an invited member of the advisory board for several European projects on women in science supported by the European Commission, and was a member of the European Commission Expert Group on Structural Change. She is a member of the External Advisory Boards for the University of Maine, the University of Cincinnati, and the University of Massachusetts Lowell ADVANCE projects, and was a member of the Advisory Board of the Center for Women and Work at the University of Massachusetts Lowell.

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).