ADVANCE
A Change in the Culture
at the University of Rhode Island

National Science Foundation
Institutional Transformation Award

Handouts for
Male Faculty Focus Group -- December 9, 2003

Women are . . .

- 22% of science & engineering workforce
- < 20% of S&E faculty in 4-year institutions
- 2% of S&E faculty if minority

At URI, women are . . .

- 14.2% (N=36) of full-time, ranked STEM faculty

“Acceleration of goals is key now because the need is already recognized.”
Joseph Bordogna,
NSF Deputy Director

“Human beings experience all change as loss.”
Erik Erikson
The goal of the ADVANCE program . . .

. . . is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers. To meet this goal, . . . NSF seeks to support new approaches to improving the climate for women in U.S. academic institutions and to facilitate women's advancement to the highest ranks of academic leadership.

- NSF

ADVANCE Awards

- Award – 3 types and 3 rounds
  - Fellows (20-40, ~$60K/yr)
  - Leadership (8-12, ~$300K/yr)
  - Institutional Transformation (5-10, ~$700K/yr)

- Institutional Transformation Awards
  - 9 funded in 2001, 8 funded in 2003
  - $3 - 4 million, 5-years

Institutional Transformation

- Lack of women’s full participation at senior levels is a systemic consequence of academic culture
- Transformation of academic environment is needed to enhance advancement of women
- Institutionalize new approaches through changes to institutional policies and practices
- Creation of positive, sustainable, and permanent change in academic climates
Barriers for STEM Women at URI

- Lack of female faculty at all levels
- Lack of role models & qualified mentors
- Resistance to acknowledgment of climate issues
- Need for more collaborative efforts
- Need to unify and organize campus change efforts

GOAL 1
Develop and share a comprehensive understanding of the status of women STEM faculty

Assessment
Climate survey
HR data collection
Transtheoretical change model

Dissemination
Department visits
Reports/Presentations
Website
ADVANCE Resource Center
Tailored TTM intervention

Visibility
ADVANCE Resource Center
Publicity, sponsored events
Website

GOAL 2
Increase the number of ranked women STEM faculty

Recruitment
Pre-Faculty Fellows Program
Maintain 3-5 fellows each year
Hire 9-10 by end of grant
Maintain 2 for next 5 years
Hire 15 by end of 10 years
41% increase from 14-19%

Supplemental Funding Program
Supplements to start-up packages

General Emphasis on Diversity in Recruitment
Search committee makeup
Guidance in best practices
GOAL 3
Advance the careers of all women faculty, especially STEM faculty

Funding
ADVANCE Incentive Fund
$40-$50K per year

Education/Training
Career Workshops
Monthly Topical Lunches
Mentor Training Program
Web Tutorials

GOAL 4
Improve the available network of support for all women faculty, especially STEM faculty

Work/family initiatives
Child care policy review
Trailing partner policy review
Tenure Clock policy review

Social connections
Organized events, gatherings, trips, etc.
Regional networks
ARC resource clearinghouse

GOAL 5
Increase administrative collaboration to engage in and promote organizational change

Education
Workshops/Speakers
Collaborative goal setting with Deans/Chairs

Advisory Committee
Robert Carothers, President
Beverly Swan, Provost
Janett Trubatch – Vice Provost & Lead PI
Joan Peckham (PI)              Faye Boudreaux-Bartels
Karen Wishner (PI)              Cathy Roheim
Jimmie Oxley (PI) Lisa Harlow
Harry Knickle Lisa Bowleg

Program Director
Barb Silver

URI - ADVANCE
Organizational Chart
Faculty Fellows Program

**appointment process**
- Departments & Dean from each college determine areas of highest need
- Submit to Provost, who approves up to 8 positions
- General advertisement & aggressive search
- Earned doctorate or final phase of doctoral work
- Junior level faculty hiring package offered
- Final package negotiated between Dean, Provost, & ADVANCE
- In year 1, four hired; two-three hired in years 2-5

**benefits**
- Departments secure valuable candidates prior to actual opening at minor cost
- Fellows develop solid, independent research program while strengthening URI’s overall program
- Expanded support and professional development
- Increased likelihood of retention
- Guidance on best practices for recruitment of women & minorities

Faculty Fellows Program

**position description**
- 1-3 year appointment, depending on position opening
- Focus on research; light teaching; no service
- Guarantee, with satisfactory evaluation, transition into tenure-track position
- No further search required
- Expanded career development opportunities
- Expanded mentoring
- Expanded networks of support

Supplemental Funding

- Where a regular appointment more appropriate
- Substantial funding supplements to start-up package
- Funding is IN ADDITION to standard URI package

**benefits**
- Provides a more attractive offer if high quality female candidate is selected during normal process
- Guidance on best practices for recruitment of women & minorities
SUMMARY: What’s in it for us?

- $$$
  - Incentive fund
  - Pre-faculty fellows funding
  - Hiring package supplements

- Training
  - Faculty/Admin. education/workshops
  - Mentor training
  - Sponsored events

- Information
  - Policy manuals, annual reports, literature
  - Comprehensive departmental data/climate survey

- Networking
  - ADVANCE department liaison
  - Social & professional opportunities

- Improved Department Climate
  - Collaborative self-study/action plan development
  - Improved working environment & collaboration
  - Improved quality of life strategies

Sustainability

- Provost’s ADVANCE Incentive Fund
- ADVANCE Resource Center & website
- Mainstreamed database updates & reports
- Training modules; periodic workshops
- Monthly topical lunches
- Leadership Team oversight
- Work/family policy improvements
- Revised department mission policy statements