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

National Science Foundation
Institutional Transformation Award

Presented at the
ADVANCE National Conference -- Atlanta, Georgia
April 2004

GOAL 1 - to date
“Develop and share a comprehensive understanding of the status of women STEM faculty”

Assessment
➢ Climate survey
  ▪ Entire campus (1,000+), distributed in April ’04
  ▪ Career, climate, work-life, readiness for change
➢ Faculty focus groups (4)
  ▪ New women, men, women in science, women in CELS

Dissemination
➢ Climate workshops
  ▪ Organizational change consultant ➔ appreciative inquiry model
  ▪ Tested on 2 departments, short and long versions
  ▪ Developing master plan for remainder of STEM departments
➢ 1-year anniversary event planning underway for fall ’04
➢ Website: www.uri.edu/advance

Visibility
➢ ADVANCE Resource Center being developed
➢ Publicity, presentations, events

GOAL 2 - to date
“Increase the number of ranked women STEM faculty”

Recruitment (Option 1)
Faculty Fellows Program
Each of 4 STEM colleges permission to conduct 2 searches, from which 1 fellow could be hired:

➢ Arts & Sciences
  ▪ Physics – 11 applications, 2 interviewees – in progress
  ▪ Chemistry – 1 pre-identified – accepted another offer
  ▪ Anthropology – dual career couple identified – accepted another offer

➢ Engineering:
  ▪ Civil – 25 applications, 2 interviewees – in progress
  ▪ Computer – 29 applications – 6 interviews – likely hire

➢ Environment & Life Sciences
  ▪ Cell & Molecular Biology – 14 applications – review in progress
  ▪ Plant Sciences – 11 applications – review in progress

➢ Graduate School of Oceanography (no search – chose Option 2)

Recruitment (Option 2)
Supplemental Funding Program
Identified departments can opt to offer a candidate for regular hire significant supplement to start-up package:

➢ Arts & Sciences
  ▪ Psychology – offer in progress – likely hire

➢ Graduate School of Oceanography
  ▪ Chemical Oceanographer – 2 female candidates – in progress
Faculty Fellows Program

Appointment Process

- Each college determines areas of highest need
- Of these, Provost approves up to 8 positions
- General advertisement & aggressive searches
- ADVANCE member on each search committee
- “Best practices in recruitment” workshop for each search committee
- Earned doctorate or final phase of doctoral work
- Junior level faculty hiring package offered
- Final package negotiated between Dean, Provost, & ADVANCE
- Goals: 3-4 hires in Year 1, 2-3 hires in Years 2-5 (10+ total)

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

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

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 in highly competitive situations with exceptional female candidates
- Guidance on best practices for recruitment of women & minorities to all departments utilizing ADVANCE funds
GOAL 3 - to date
"Advance the careers of all women faculty, especially STEM faculty"

- ADVANCE Incentive Fund: 1st round
  - Goal: to promote careers of female STEM faculty
  - March, '04: 17 proposals → 8 awards
  - Total funding: $40,000

- Monthly Topical Lunches
  - "Meet Your Friends in the Research Office"
  - "Preparing for Tenure from Day One"
  - "Work-work and Home-Work"

- Career Workshops (2 planned for fall '04)
- Mentor Training Program (being developed for fall '04)
- Grant Management Specialist (hired spring '04)
  - Part-time resource for new faculty for grant acquisition, set-up & management

GOAL 4 - to date
"Improve the available network of support for all women faculty, especially STEM faculty"

Work/family initiatives
- Revised Family Leave Policy – under consideration
- Dual Career Couple policy – in progress
- Campus child care facility – in progress

Social connections
- Social events
  - 4 "South County Women’s Networking Socials"
  - Pre-theatre gathering
  - Monthly "Women in Science" lunches
- Website
  - Announces campus/regional events, achievements
  - Discussion board (just launched)

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

Education
- ADVANCE Presentations – all 4 colleges
- Department Climate Workshops – 2 CELS depts.
- Best Practices in Recruiting – all fellows search committees
- Website evaluation – 1 dept.
- Climate Survey Chairs’ meetings – all 4 colleges
- Anniversary Event – Valian, survey results, Nov. 5, '04

Climate Advisory Council
- Being developed – members in leadership positions from across campus

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