Formative Evaluation of Years 1 – 3 of NSF Advance Program at University of Rhode Island

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Evaluation of Goal 1

Goal 1. Develop/share comprehensive understanding:

a. High Visibility (Attendance at Events, Website)

b. Four Focus Groups Provided Directional Input

c. Climate Survey Results (N=277, 40% response rate)

d. Publications (e.g., Sex Roles; ASEE Proceedings) & Presentations (10+ at conferences & other events)

Goal 1 Has Had Good Success & Promise
1.a. High Visibility

- 20-30 participate at each workshop, e.g.,
  - a. Collaboration
  - b. Mentoring
  - c. Resources
  - d. Community Support

- Website posts events & information:
  See web: www.uri.edu/advance/

1.b. Qualitative Assessment

- 4 Focus Groups provided input on advancing women in the sciences:
  - Women in Science
  - College of Environment & Life Sciences faculty
  - Early Career Faculty
  - Men in Science

- 4 Themes Emphasized by most faculty in all 4 groups:
  - i. Collaboration
  - ii. Mentoring
  - iii. Resources
  - iv. Community Support
1.c. Climate Survey Findings
Gender Differences: N=277, 40%

- **Women Report More Interpersonal-Work Challenges:**
  - Less Interpersonal Respect at Work
  - Less Likely to Decide to Have Children
  - More Consideration of Partner’s Job Opportunities

- **Men Report More Positive Work Environment:**
  - More Career Satisfaction
  - More Influence Over Career
  - Less Discrimination

1.d. Predicting Career Satisfaction:

- 1. Work Respect  
- 2. Influence over Career  
- 3. Positive Work Climate  
- 4. Resources  
- 5. Work-Family Balance  
- 6. Perceived Productivity  
- 7. Committee Work

R² = .52
p < .001

7 of 10 Significant Predictors
Evaluation of Goal 2

Goal 2: Increase number of STEM women faculty:

a. 10 Fellows + 5+ Other STEM women hires
   - GSO: 4, CELS: 3, EGR: 2, A&S: 2+, etc
b. Attention to institutional benchmarks re STEM women
c. Predicting Salary with institutional data, President’s Strategic Plan (‘06-’09), & development of Best (Hiring) Practices Pamphlet support future hires

- Goal 2 Has Excellent Success & Future Promise

2.a. Increase in Women Hires

Figure: STEM New Hires AY 2000-01 to 2006-07 (partial)
(Tenured or Tenure-Track Faculty Only)

- Adv. Grant Began 9-03

<table>
<thead>
<tr>
<th>Year</th>
<th>Female Hires</th>
<th>Male Hires</th>
</tr>
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<tbody>
<tr>
<td>2000-01</td>
<td>6</td>
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<td>2001-02</td>
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<td>3</td>
</tr>
<tr>
<td>2005-06</td>
<td>2</td>
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<tr>
<td>2006-07</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

('# Female Hires')
('# Male Hires')
2. b. Institutional Benchmarks Summary

1. 21.7% of 290 STEM Tenure-Track Faculty are women
2. Many of Non-Tenure Track Faculty are women
3. Majority of Lower-Rank Positions (by all ranks in depts.) are women
4. Yrs in Rank & at Institution: Will track – Tables 5a-b
5. STEM Attrition by Gender: Will track – Table 6
6. 60% of New 2004-2005 Hires are women (up from previous yrs)
7. 32.7% of 150 Leadership Positions are held by women
8. Salary of STEM Faculty by Gender: MR Results – See Figure
9. Start-up Packages of Newly Hired STEM Faculty is being collected

2. c. Predicting Faculty Salary

- Rank at Institution: .73 ***
- C of Engineering: .41 ***
- C of Arts Sciences: STEM: .16 **
- Ethnic Minority: -.15**
- G S of Oceanography: -.14*
- (Male) Gender: .08*
- CAS-SBS
- CRx
- CELS
- Time at Institution

R² = .73 ***
*** p < .001
** p < .01
* p < .05

6 of 10 are Significant Predictors
Evaluation of Goal 3

Goal 3. Faculty Development & Advance STEM women careers:
   a. 20+ Luncheon Workshops and 24 Advance Incentive Awards (see web)
   b. Career Workshops (Negotiation, Collaboration, Office) and 8 Writing Workshops (see web)

   ➢ Goal 3 Has Good Success & Future Promise

3.a-b. Workshops

➢ Dual Career Couples at URI
➢ How to Find the Best Students
➢ Get a Life: Have a Life & Succeed at Your Job
➢ Didn't I Just Say That: Strategies for Being Heard
➢ Prioritizing Research, Teaching & Service
➢ Negotiation
➢ Securing Funding
➢ Collaborative Proposals
➢ Meet Your Friends in the Research Office
➢ Grant-Funding; etc.
Evaluation of Goal 4

Goal 4. Improve work-life support networks (see web):

a. Parental Leave Policy implemented & utilized
b. Work-Life Family Website developed & used
c. Dual Career Guidelines being developed
d. Mentoring Practices & Guidelines in place
e. Connections established

➢ Goal 4 Has Good Success & Future Promise ➢

4.a-d Work-Life Supports

a. Parental Leave includes paid parental leave, provisions for tenure
clock stopage, reduced workload, and modified duties.
b. Work-Life Family Website: http://www.uri.edu/wlfc/
c. Dual Career Guidelines emphasize importance of supporting dual
career partners in attracting and retaining a quality workforce
d. Mentoring Brochures for Mentors and Mentees, plus Faculty
Mentoring Handbook and Mentoring Workshops are provided
4.e. Connections

- President’s Commission on the Status of Women
- Sociologists for Women in Society
- University Offices (Affirmative Action, Human Resources)
- University Programs (Association for Professional and Academic Women, Committee W of AAUP)
- Women’s Center
- Women’s Equity Committee
- Women’s Studies; etc.

Evaluation of Goal 5

Goal 5. Implement organizational climate change:

- Climate Surveys and Speakers
- Internal Advisory Action Council with University Leaders
- Department Climate Workshops & Chairs Discussion Forum
- Institutionalization (Advance Day, Diversity, Integrated Change Model, Campus Visibility/Dissemination

- Goal 5 Has Good Success & Future Promise
5.a. Climate Surveys and Speakers

- 2nd Climate survey being developed
- Will distribute in Fall of 2007
- National Speakers on Campus, e.g.,
  - Virginia Valian
  - Robert Drago

5.b-c Advisory Council & Forums

- University Leaders meet regularly with ADVANCE:
  - Provost
  - Vice-Provosts/Presidents
  - Deans
  - Chairs
- Department Climate Workshops & Chairs and Discussion Forum are regularly available
5.d. Institutionalization

- Advance Day during Research Week
- Diversity Week Presentations
- Integrated Change Model Underway
- Campus Visibility/Dissemination
  - Resource Center
  - Publicized events

Summary of Advance Evaluation

- Visibility: ***
- Stem Women Recruitment: ***
- Faculty Development: **
- Work-Life Support: **
- Warming Climate: **
- Engaged Faculty: ***
- Institutional Support: **

Significant Achievement
- *** High
- ** Moderate

Advancing STEM Women

Need Ongoing Effort & Sustainability For All Facets