Philosophical Framework. The ADVANCE Work-Life-Family Committee is currently constructing a philosophical framework, which will frame all future policy development and implementation efforts. It will be completed this summer and will be available on our website.

Family Leave Policy. The Family Leave Policy for faculty that was revised last year by ADVANCE in collaboration with the President’s Commission on the Status of Women (PCOSW) was approved by the Rhode Island Board of Governors in January 2005. It is available on our website (www.uri.edu/advance). Although the 6 weeks of paid parental leave was included, various other aspects of the policy were not included in the AAUP contract in their entirety, and we will be working on revising that for the next set of contract negotiations. The policy as originally written is being disseminated to all faculty in pamphlet form this summer.

Dual Career Policy. The Dual Career subcommittee consisted of:
- Barb Silver, ADVANCE
- Molly Hedrick, ADVANCE and PCOSW
- Helen Mederer, ADVANCE and PCOSW
- Lisa Bowleg, Psychology
- Bobbi Koppel, Career Services
- Barbara Sullivan, Graduate School of Oceanography
- Roxanne Gomes, Affirmative Action
- Laura Kenerson, Human Resources
- Laura Gostin, ADVANCE

The Dual Career Subcommittee divided into 2 groups, a Research Group and a Policy Group. Using data on best practices at other universities, ADVANCE climate survey results, and dual-career interviews conducted by ADVANCE, the Research Group developed a set of general recommendations that guided the policy development. Preliminary results of this research were present at the Association for Women in Psychology National Conference in February. After receiving input from an informal meeting with several Deans, ADVANCE, Human Resources, and Affirmative Action, the Policy Group developed a draft policy that is inclusive of both faculty and staff. This draft eliminated features requiring expenditure of funds, but clearly stipulates ongoing and future efforts that will require funding. This was presented to the Council of Deans in April. It was agreed there that it was a good first step toward the creation of an effective policy. This draft has been endorsed by AAUP, HR, and AA, and will be presented next to the President’s Committee, the PCOSW, and then the Faculty Senate. Following this, the draft will go to the President for approval. We anticipate these events happening this summer. The draft can be found as Attachment 2.

Work-Life-Family Virtual Office. A website is currently being developed that will serve as an integrated resource for all issues and questions related to the balance of work and life/family. The hope is to transform this virtual office into a physical space, perhaps taking over the space ADVANCE presently occupies when the grant ends.

Work-Life-Family Findings
Family Leave Policy. The first person to use the new policy was a male Psychology Assistant Professor. Anecdotally, there are an unusually high number of pregnancies currently in STEM departments, and
conversation about use of family leave and work-family balance is more apparent and more relaxed. For example, while only 4 years ago there were only 2 female Engineering faculty, there are now 8, 3 of whom are pregnant and thriving professionally. ADVANCE will be developing a measure to assess the use and perceptions about the new policy in Year 3.

**Dual Career Interviews.** Semi-structured interviews were conducted with 14 faculty and chairs regarding dual career issues. Results are currently being compiled and integrated with the Academic Work Environment Survey findings on dual career issues. Preliminary interview results can be found in a PowerPoint presentation on our website under the Work-Life Support link.

**Work-Life Presentations**