This committee has focused on producing a Parental Leave handbook that describes the new policy and offer guidelines to faculty, administrators, and peers as to its use. In addition, dual career guidelines have been revised, a new website was launched, and a task force was established on flexible work options. Robert Drago visited URI in October and spoke to the campus community on “bias avoidance” behaviors by caregivers in academe. A Philosophical Framework has been adopted and is the basis for all future work-life policy efforts. It’s usefulness lies in the fact that it can be referred to as a fundamental starting place when objections arise to specific initiatives toward the creation a family-friendly, effective workplace.

The Work-Life Committee intends to have a broad reach across campus and includes the Director of Career Services, Bobbi Koppel and the Director of the Women’s Center, Carolyn Sovet. In the interest of increasing collaborations on campus and more actively promoting the adoption of family friendly policies, representatives from Affirmative Action and Human Resources will be invited to join the committee in the fall 2006. Also this summer, the PCOSW is presenting a 2006-2007 Strategic Plan to the President that includes consultation with ADVANCE on their work-life initiatives, and we will be re-organizing the committee as a joint PCOSW-ADVANCE committee. This, along with the University of Rhode Island 2006-2009 Strategic Plan (Appendix E) which specifically requires the development of a dual career hiring program and other family-friendly work policies, are encouraging signs of sustainability of ADVANCE efforts.

**Dual Career Guidelines.** In June 2005 the policy, endorsed by the President’s Commission on the Status of Women, Human Resources, Affirmative Action, and the AAUP Faculty Union, was taken to the President’s team for review. In spite of background materials provided prior to the meeting that addressed many of the issues, several concerns were raised, including concerns about reverse discrimination, legal concerns, perception concerns that the policy offered placement guarantee, a request for information regarding what other peer institutions were doing, and separating actual policy from implementation procedures. Revisions have been made and will be presented by the PCOSW and ADVANCE to the President by late summer 2006. The draft document is included as Appendix J.

**Work-Life-Family Website.** In December, the URI Work-Life-Family website was activated ([www.uri.edu/wlfc](http://www.uri.edu/wlfc)). The site is evolving and will grow over time to include a wealth of information for URI employees. ADVANCE will advertise the availability of the website to all URI employees, emphasizing that the activities of ADVANCE ultimately benefit everyone. This is conceived as a virtual work-life center, and a first step toward the hopeful creation of an actual center at some point in the future. The website will function as a portal to URI, community, and national resources for issues related to Work, Family, Education, Community, Health & Wellbeing, and Housing & Relocation. The Work-life Committee will be exploring grant opportunities to fund a Work-Life Center at URI, which we hope will absorb the activities of ADVANCE post-award, and which will hopefully occupy the physical space the ADVANCE office now holds.

**Parental Leave Handbook.** The Provost’s office had concerns that the draft handbook is misleading by confusing policy with suggested best practices. The document has been revised and approved and plans are underway for publication and distribution this summer. The draft can be found as Appendix K.

**Task Force on Flexible Work Policies.** In May an ad hoc task force convened to explore how to expand and formalize existing mechanisms to offer flexible work options to
employees, faculty and staff alike. Members included 3 administrators from the ADVANCE Leadership Team (Judith Swift, Lynn Pasquerella, and Helen Mederer) and a representative from the PCOSW (Carolyn Sovet). This task force will likely be given support and increase its activities as the President’s Strategic Plan is activated.

Administration Summit Meeting 2005. In reviewing the goals established by the 10 departments who participated in ADVANCE Department Climate Workshops during Years 1 and 2, a common set of concerns issues became evident. In response to these, ADVANCE convened a summit meeting with the President, Provost, Vice President for Administration, deans and chairs, and other interested department representatives. Two specific topics were addressed: the development and implementation of effective work/life policies, and resolving continuing difficulties with the management of grants and contracts. This meeting resulted in initiatives to streamline administrative processes at URI by the Vice President of Administration, and the inclusion of a dual career hiring program in the President’s 2006-2009 Strategic Plan. The notes for this meeting are included as Appendix M.

ADVANCE Day of URI Research Week. ADVANCE received much visibility during URI Research Week in October 2005, as the program was invited to showcase it’s work during a day-long event, fully funded by the Council for Research. Activities included presentations by ADVANCE hires and Pro-Change, Inc., a lunch presentation on women in STEM, a short presentation of the climate survey findings, a musical cabaret on women in STEM, and featured visiting speaker Robert Drago, who spoke on “Making Work and Family Compatible for Faculty: Challenges and Strategies for Change.” The program is available in Appendix O.