

# 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

DEPT. OR PROGRAM (Fall 2003)	MALE			FEMALE			% FEMALE	
	AST	ASC	TOT	AST	ASC	TOT	FULL	TOT
<b>College of Arts &amp; Sciences</b>	8	4	41	53	6	3	6	15
• Biological Sciences	2	0	6	8	1	2	3	6
• Chemistry	1	1	11	13	0	0	1	1
• Computer Sci. & Statistics	2	1	5	8	2	0	1	3
• Mathematics	3	2	9	14	2	1	1	4
• Physics	0	0	10	10	1	0	0	1
<b>College of Engineering</b>	6	9	49	64	3	2	1	6
• Chemical	0	2	7	9	0	1	0	1
• Civil	2	3	6	11	1	0	0	1
• Electrical	1	0	15	16	0	0	1	1
• Industrial	0	2	4	6	1	0	0	1
• Mechanical	2	2	10	14	1	0	0	1
• Ocean	1	0	7	8	0	1	0	1
<b>Environmental Life Sciences</b>	8	14	43	65	2	5	4	11
<b>Grad. School of Oceanography</b>	1	3	29	33	0	0	4	11
<b>TOTAL</b>	23	30	162	215	11	10	15	36
								14.3

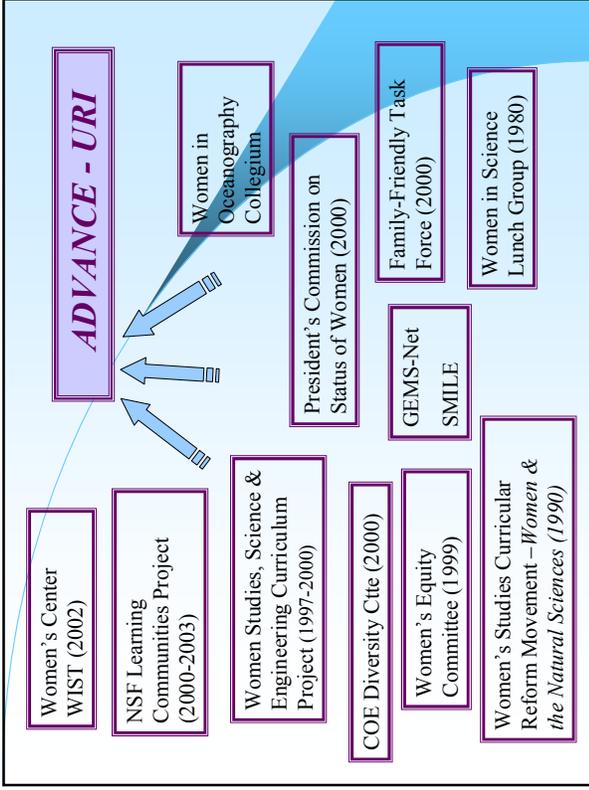
*“Acceleration of goals is key now because the need is already recognized.”*

Joseph Bordogna,  
NSF Deputy Director

*“Human beings experience all change as loss.”*

Erik Erikson





## 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
- Trans-theoretical 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 search 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

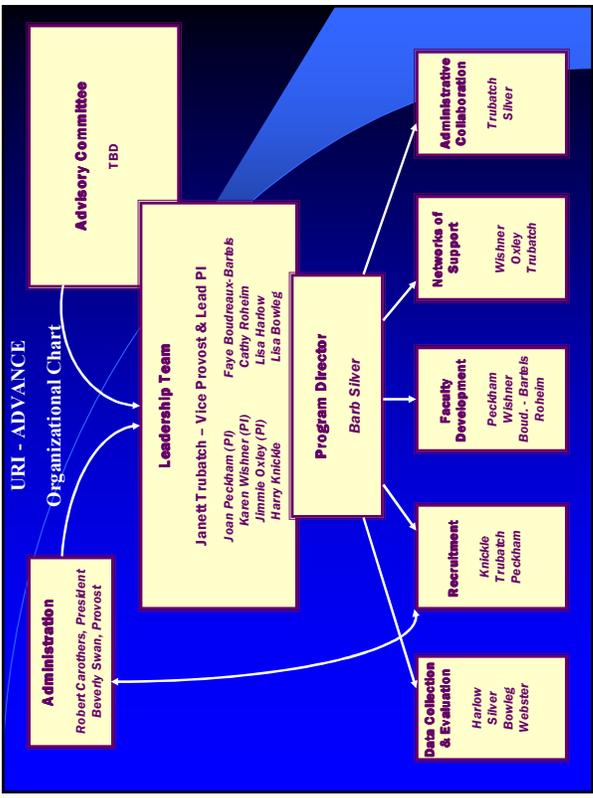
**GOAL 4**  
*Improve the available network of support for all women faculty, especially STEM faculty*

**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



## 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

## 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

## Faculty Fellows Program *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 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