

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)**
- Each of 4 STEM colleges permission to conduct 2 searches, from which 1 fellow could be hired:
- **Arts & Sciences**
 - Physics – 11 applications, 2 interviews – in progress
 - Chemistry – 1 pre-identified identified – accepted another offer
 - Anthropology – dual career couple identified – accepted another offer
 - **Engineering:**
 - Civil – 25 applications; 2 interviews – 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)**

GOAL 2 - to date

"Increase the number of ranked women STEM faculty"

- 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

GOAL 2, cont'd

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)

GOAL 2, cont'd

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

GOAL 2, cont'd

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

GOAL 2, cont'd

Supplemental Funding

benefits

- Where a regular appointment more appropriate
- Substantial funding supplements to start-up package
- Funding is IN ADDITION to standard URI package
- 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"

- **Funding**
 - **ADVANCE Incentive Fund** - 1st round
 - Goal: to promote careers of female STEM faculty
 - March, '04: 17 proposals → 8 awards
 - Total funding: \$40,000
- **Education & Training**
 - **Monthly Topical Lunches**
 - "Meet Your Friends in the Research Office:"
 - "Preparing for Tenure from Day One"
 - "Workwork 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** – Vailian, 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