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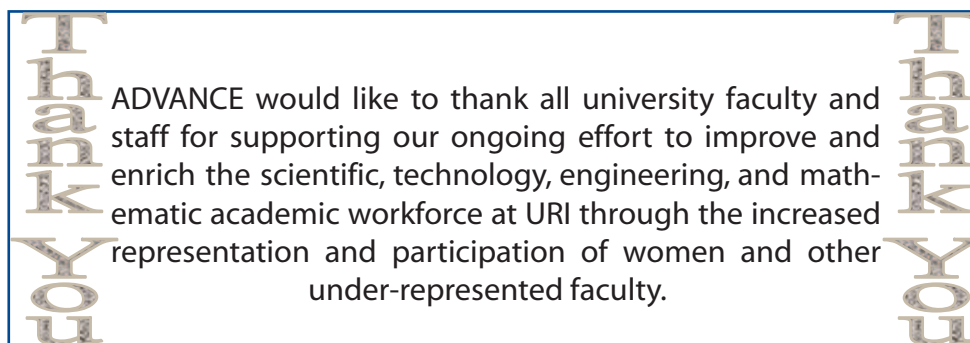
## Spring 2007 ADVANCE Topical Lunch Series

Each semester, ADVANCE offers a series of complimentary lunches that address both informational and social networking goals. These lunches provide the opportunity to interact in a relaxed and collegial environment.

**February 9-Meeting Well: Preparing and Leading Productive Meetings**  
**March 7-Working with Senior Faculty**  
**April 12-Lunch with Dr. Peter Alfonso, Vice Provost for Research, Graduate Studies, and Outreach**  
**May 11-Caregiving and Career: Intersections**

All lunches begin at noon in the U-Club  
Please Join Us! To reserve your seat for a specific lunch:  
call 874-9422, or email: advance1@etal.uri.edu

If there is a topic you'd like to discuss or have repeated in the future, contact us!  
For more information about each topic, go to our website: www.uri.edu/advance



## 2007 Leadership Team

Lynn Pasquerella, Lead PI, Vice Provost for Academic Affairs  
Lisa Harlow, Co-PI, Professor of Psychology  
Joan Peckham, Co-PI, Professor of Computer Science & Statistics  
Karen Wishner, Co-PI, Professor of Oceanography  
Faye Boudreaux-Bartels, Professor & Chair of Electrical & Computer Engineering  
Nancy Fey-Yensan, Assoc. Professor of Nutrition & Food Science  
Helen Mederer, Professor & Chair of Sociology & Anthropology  
Nancy Neff, Program Coordinator  
Mercedes Rivero-Hudec, Associate Professor of Chemical Engineering  
Barbara Silver, Program Director  
Judith Swift, Professor of Communication Studies

Students  
Laura Gostin  
Jillian Pastina  
Ashima Singh  
Karen Stamm

Newsletter Edited  
by: Jillian Pastina

# ADVANCE

University of Rhode Island

Enhancing the academic careers of women in STEM

Volume 2 Spring 2007

*"The work of ADVANCE is a constant reminder to us all to develop a sustainable view of equity and to nurture the commensurate opportunity that will benefit all members of the institution."*

-President Robert L. Carothers



## URI Navigates an NSF Site Visit Thank You URI!

On July 25-26, 2006 ADVANCE hosted a visit from NSF. The purpose of the site visit was to evaluate progress toward ADVANCE's main goals of recruitment, faculty development and support, work-life-family initiatives, climate change, and program evaluation. The site visit team included Penny Hammrich from CUNY – Queens College, Laura Kramer from Montclair State University, JoAnn Moody from the Northeast Consortium for Faculty Diversity, Joan Williams from the University of California - Hastings College of Law, and Cecily Wolfe from the University of Hawaii at Manoa. All team members have extensive experiences in the fields of gender equity and organizational change, and brought a wide range of experiences to the table, including training in social science, physical science, law, and education.

What DOES One Do After a Site Visit? From left to right: Helen Mederer, Lynn Pasquerella, Ambujam Venkatraman, Faye Boudreaux-Bartels, Karen Stamm, Padma Venkatramen, Lisa Harlow, Karen Wishner, Barb Silver, Laura Gostin, Mercedes Rivero-Hudec, Nancy Neff, Joan Peckham, Judith Swift (ADVANCE folks missing: Nan Fey-Yensan, Jill Pastina, Ashima

The two-day visit was highlighted by a group presentation by the ADVANCE Leadership Team followed by afternoon interview sessions. The second day began with more interview sessions and a wrap-up by the site visit team. The presentation summarized ADVANCE's accomplishments to date, benchmark data, challenges, and sustainability initiatives. More than 80 people, including President Carothers and Provost Swan, other administrators, deans, department chairs, faculty, participants in ADVANCE activities, and ADVANCE Leadership Team members, took part in individual and group interviews. The site visitors were impressed with the level of support and participation by the URI community. *We appreciate the high turnout and sincerely thank all who gave of their time.*

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## The Equity Coalition A New Coordinating Group at URI

by Grace Frenzel

As ADVANCE has worked with various committees and offices on campus, the importance of equity and diversity issues at the University is becoming increasingly evident. New committees have been forming, old ones have been re-constituted. In this surge of efforts, it is important that people pool their knowledge and labor and avoid constantly reinventing wheels. The Equity Coalition has been recently formed to help fill this need.

Currently, the Equity Coalition consists of five organizations:

- The President's Commission on the Status of Women, co-chaired by Karol Leuzarder and Grace Frenzel. This group focuses especially on issues that affect the well-being of women students and employees at URI.
- The President's Commission on the Status of Students, Staff and Faculty of Color is chaired by Harold Bibb and focuses on issues affecting members of the University community who are persons of color.

- The Affirmative Action Committee, chaired by Sylvia Spears, is the advisory board for the Office of Affirmative Action, Equal Opportunity and Diversity.
- The Harassment Committee is chaired by Lynne Derbyshire and seeks to ensure that individuals who have been subjected to harassing behavior are responded to with appropriate support and action.
- ADVANCE, led by Barb Silver, seeks to increase the numbers and improve the status of women in the sciences at URI, a mission that involves attention to issues that also affect the broader range of women here.

As additional groups form across the University to address the needs of traditionally underserved populations, they will be invited to join the Equity Coalition. At the present time, University-wide committees are in the process of coming together around the needs of both persons with disabilities—under the leadership of Pamela Rohland—and members of the gay-lesbian-bisexual-transgender community, headed by Andrew Winters.

The heads of the five current member organizations have been meeting to share information with each other and collaborate on projects of mutual interest. This fall they have

Research shows that "while listening to someone speaking, men use the left sides of their brains. Women, on the other hand, used both sides of their brains to process the same information in a different way".

-Nature, Feb 1995

begun forming a joint sub-committee on dual career hiring, a topic that is relevant to the mission of virtually every organization participating in the Coalition. The sub-committee, headed by Dorothy Donnelly, will offer support and advocacy for individuals currently employed or applying for positions here, who need to find suitable jobs for their partners.

The Equity Coalition is also seeking support for their efforts in the form of office space, clerical help, and a small budget for supplies. Currently, none of the member organizations except ADVANCE have any allocations specifically for their operations. It is hoped that resources like these will give the Coalition a solid grounding within the University structure and will contribute to the success of their valuable efforts.

## Flexible Work Arrangements - A Shifting Career Paradigm

The "work is primary" career model is losing ground. The Families and Work Institute reports a decreasing percentage of men and women workers, especially younger workers, who are willing to devote a majority of their energies to career, over family and personal responsibilities. Organizations are responding to this changing model of work by providing flexible work arrangements (FWAs), such as part-time, job-sharing, paid leaves, flexible work hours, lateral moves, telecommuting, etc. The Simmons College Center for Gender in Organizations reports that professional women are leading this shift, and are not "opting out" of careers for caregiving responsibilities, but rather are using FWAs as a way to create successful career "self-agency." In response to today's changing workforce, organizations must work toward revising the definition of the "ideal worker" from someone who is fully committed 24/7 to work, and also shifting the concept that FWAs *restrict* availability to the idea that they *enable* and *define* availability.

Read the Simmons College article, "Optioning In versus "Opting Out": Women Using Flexible Work Arrangements for Career Success" at [http://www.simmons.edu/som/docs/centers/insights\\_25.pdf](http://www.simmons.edu/som/docs/centers/insights_25.pdf)

## Meet the ADVANCE Students



From Left to Right: Ashima Singh, Laura Gostin, Karen Stamm, and Jillian Pastina

Ashima Singh is a graduate student in the Behavioral Science program in the Psychology department. She has been with ADVANCE for over a year and is a member of various committees including the Work-Life, Evaluation, and IDEA Committees. Ashima is also working on the Recruitment Handbook and assessing the status of women of color in STEM departments, as well as conducting a salary equity study.

Jillian Pastina is an undergraduate pre-med student in the Biology department. She has been with ADVANCE for over two years and manages the ADVANCE website. Jillian also designs our brochures and newsletters, and is working on developing a new Website Improvement Project.

Karen Stamm is a graduate student in the Behavioral Science program in the Psychology department. She has been with ADVANCE for over a year and is a member of the Evaluation Committee. Karen is working on the second issue of the Climate Survey and is also involved in the creation of the external program evaluation.

Laura Gostin is a graduate student in the Communication Studies program. She has been with ADVANCE for over two years and is currently a member of the Work-Life Committee. Laura is also the creator and manager of the Virtual Work-Life-Family Center and is currently working on developing a rationale for lactation centers on campus.



"Whoa, the Site Visit left us parched!"

## Announcement!

### Moving Forward- A Dual Career Policy!

A new Dual Career Policy has recently been approved by the Administration. The policy statement reads:

*"The University of Rhode Island acknowledges the importance of supporting dual career partners in attracting and retaining a quality workforce, and in its long-range economic benefit to the University, and is committed to offering placement advice and assistance whenever feasible and appropriate."*

Specific guidelines for this policy are underway now. Visit the Dual Career Policy page at [www.uri.edu/ADVANCE](http://www.uri.edu/ADVANCE) for more information.



## Engaging Leaders: The Internal Advisory Action Council

The goals of ADVANCE are ambitious and far-reaching. They not only include expanding the academic, in particular the scientific, workforce, but in creating a working climate where everyone can thrive, to the betterment of the entire University. As such, ADVANCE is **not just about women!** It also aims to respond to the needs of a changing academic workforce, one which includes older workers, women, under-represented minorities, and those who need to have part-time and flexible work schedules. In order to promote these ideals, the active participation of University leaders is paramount.

As such, the ADVANCE Internal Advisory Action Council (IAAC) was formed, and includes major leaders on campus. Currently, they include: Peter August, Director, Coastal Institute; Winifred Brownell, Dean, Arts & Sciences; Shaw Chen, Assoc. Dean, Business Admin.; David Farmer, Dean, GSO; Clifford Katz, Asst. Provost; Lynn McKinney, Dean, HSS; Bahram Nassersharif, Dean, Engineering; Candace Oviatt, Professor, Oceanography; Jeff Seemann, Dean, CELS; Carolyn Sovet, Director, Women's Center; Beverly Swan, Provost & VP of Academic Affairs; Melvin Wade, Director, MCC; Bob Weygand, VP Admin.; and Chip Young, Communication Liaison, CRC. The mission of the IAAC is "to actively promote the principles and practices of ADVANCE within the URI community, help assess its impact, and provide assistance in effectively institutionalizing, and thus sustaining, the goals and activities of ADVANCE at URI".



Bahram, Art, Winnie, Chip, and Lisa brainstorming Faculty Development ideas at the June IAAC meeting

The goals of the IAAC are to:

1. Help increase awareness and understanding of the goals and activities of ADVANCE and general issues related to women and under-represented groups in STEM
2. Endorse and promote educational opportunities that contribute to a better understanding of workplace climate and diversity.
3. Endorse and promote policies and programs that contribute to diversity, a more welcoming work environment, and work-life-family balance
4. Endorse and promote creative initiatives for the recruitment of women and under-represented groups in STEM.
5. Assist in securing funding to continue related initiatives during and after the grant period.

The table below provides examples of ideas participants have generated. Future meetings will focus on how to concretely address some of these suggested actions, as well as the potential of establishing a permanent presence for ADVANCE that continues these efforts.

Endorsed Actions	
<b>Recruitment</b> Identify a hiring model for women Hire senior women Broaden the model to other groups Require best practices Distinguished Professorships	<b>Faculty Development</b> Creation of an endowment by identifying potential donors and Foundations Securing additional monies Mentoring workshops, mentoring program, best practices guidelines
<b>Climate Change</b> Greater focus on interdisciplinary research Improved start-up implementation Improvements for soft-money positions Increasing diversity efforts Create college diversity committees	<b>Work-Life</b> Integrated efforts Creating a "culture of coverage" Development of dual career guidelines Institutionalization (Diversity Week topics, Honors Colloquium, Work-Life Center)

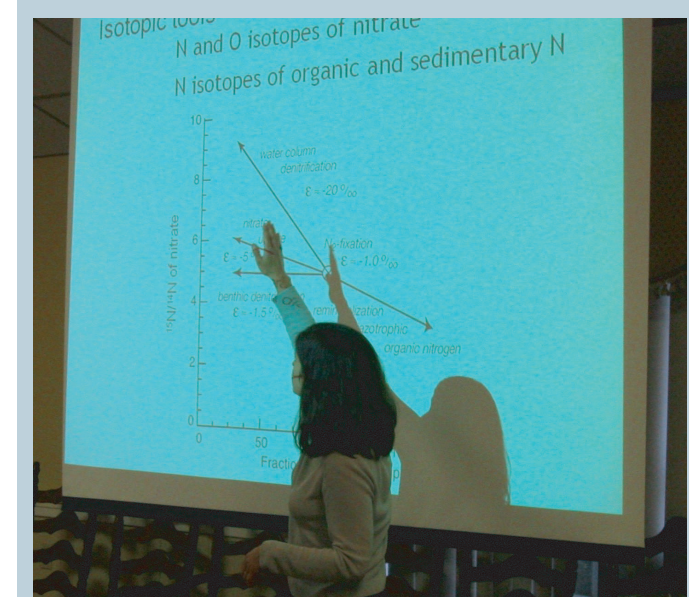
(Site Visit Continued from page 1)

### Summary of the NSF Report

The site visit report highlighted areas of strengths and weaknesses and gave recommendations for the remainder of the project. Strengths include the success in recruitment, wide-reaching impact outside of STEM areas, strong administrative support, workshops and lunches, faculty "buy-in" and enthusiasm, Incentive Fund awards, the family leave policy, and strong leadership and devotion of the Leadership Team. Areas of concern include the many administrative hurdles that have resulted in a diversion of ADVANCE funds to manage its initiatives, slow progress in adopting a dual career policy, the need for more reports and dissemination, the need for more remuneration and more staff support, and the need to solicit more involvement from men and others in the university community.

The site visit team made several recommendations that fell under two broad areas. Recommendations to be addressed by the university or administration include appropriate staffing, the dual career policy, understaffing and support from the research office, tapping supporters to increase word about the program and the workload, and controlling backlash. Recommendations to be addressed by ADVANCE include the need for external evaluation, involvement of department chairs, and clarification of ADVANCE fellows funding. ADVANCE was advised to develop strategies to continue recruitment efforts and more widely publicize the success of the Fellows program, in particular the benefits of "cluster hiring," which characterized the situation in GSO, where 4 fellows were hired close together.

ADVANCE was also encouraged to focus its remaining efforts on institutionalizing many of its initiatives, such as a Faculty Mentoring Program and the Incentive Fund, to increase the role of the Advisory



Rebecca Robinson, a Round Two Fellow, presenting her work as part of the Fellows research presentations during Research Week last October. Kathleen Donohue, Bethany Jenkins, Katherine Kelley, and Tatiana Rynearson also presented. Learn more about them on page 7.

Council, and to collaborate with other university offices, such as HR and AA, to continue efforts to recruit a diverse faculty.

### Movement toward Institutionalizing ADVANCE

ADVANCE met with President Carothers and Provost Swan to review these recommendations. The President and Provost are continually supportive within the budget constraints URI is experiencing, and have endorsed steady efforts to institutionalize our initiatives. A central part of the plan is to create a permanent ADVANCE Center, which includes appropriate staffing and release time for faculty members to work to further ADVANCE's goals, as well as office space for the Equity Committees. The President made a commitment to adopt a formal dual-career policy, which occurred in early January. The new Vice Provost for Research will be encouraged to actively address staffing and support issues from administrative offices that will help faculty function more efficiently. The Provost endorsed a University Faculty Mentoring Program in December, which ADVANCE will help develop.

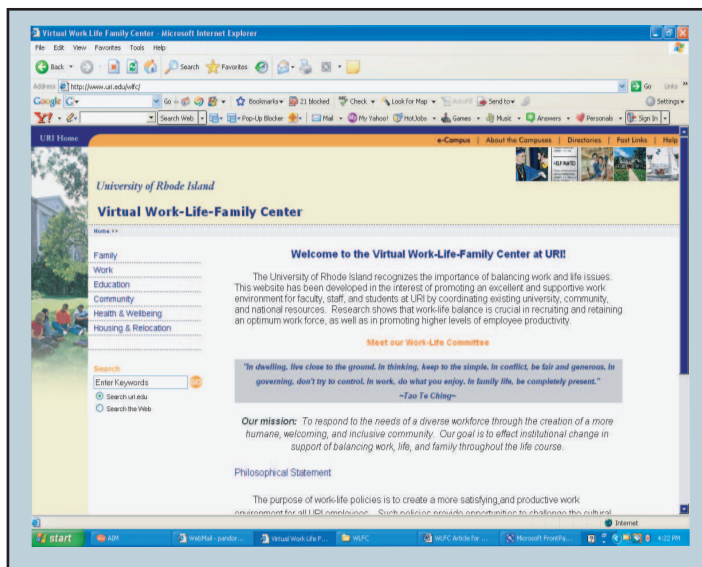
ADVANCE is meeting with the URI Center for Human Services in order to implement an external evaluation plan. We are also focusing on soliciting more involvement from department chairs as a key ingredient for instituting change. Tapping supporters to increase word about the program and spread the workload concern the university as a whole. We will continue to work closely with the President's Commission on the Status of Women, the Equity Coalition, and other offices, as we focus on institutionalizing initiatives prior to the end of the grant in September 2008.

The last year-and-a-half of the grant will focus on incorporating ADVANCE into the fabric of the university. The commitment of campus leaders is critical in ensuring that ADVANCE will last beyond the five years of the grant. The site visit was a challenging event, but ultimately very worthwhile to our program. We appreciate their critiques along with their accolades, and their suggestions for improvement as we all work toward enhancing the URI experience for everyone.



The ADVANCE Program Introduces...

## The Virtual Work-Life-Family Center at the University of Rhode Island [www.uri.edu/wlfc](http://www.uri.edu/wlfc)



The University of Rhode Island recognizes the importance of balancing work, life, and family issues. The Virtual Work-Life-Family Center (WLFC) has been developed in the interest of promoting an excellent and supportive work environment for faculty, staff, and students at URI by coordinating existing university, community, and national resources. The website offers a myriad of links and resources that are related to issues of work, life, education, family, community, health and well-being, and housing and relocation. We welcome your input as we continue to develop the website. Please send your suggestions to [advance1@etal.uri.edu](mailto:advance1@etal.uri.edu).

The WLFC website was created in 2006 for the university by the Work-Life Committee of the NSF-ADVANCE program, facilitated by Helen Mederer, Professor and Chair of Sociology and Anthropology. This committee, formed in 2003, includes representatives from across campus and will become a permanent committee of the President's Commission on the Status of Women. The committee is working toward the creation of an actual Work-Life office and program in the future, which we hope will be housed in a permanent ADVANCE Center. If you would like additional information or are interested in joining the committee, please contact us at 874-9422 or [advance1@etal.uri.edu](mailto:advance1@etal.uri.edu)

### ADVANCE Incentive Awards

The Incentive Fund is a \$40,000-60,000-a-year fund established to help fund research by women scientists, to encourage collaborative research initiatives, and to award worthy efforts by individuals or departments that promote climate or organizational change. Assistant faculty members will be given priority for research funding. We are indebted to the Provost and the Research Office for absorbing the funding for the Incentive Awards in 2005, a strong message that the goals of ADVANCE are important to the university.

#### 2006 Winners

Fatemeh Akhlaghi, Associate Professor  
Applied Pharmacy Science  
*Biomarkers of Immunosuppression in Diabetic Kidney Transplant Recipients*

Bethany Jenkins, Assistant Research Professor  
Department of Cell & Molecular Biology  
*Linking the Distribution and Expression of Nitrogen Assimilation Genes to the Ecological Partitioning of Marine Cyanobacteria*

Roberta King, Assistant Professor  
Department of Biomedical Science  
*Structure-Guided Design of Estrogen Sulfotransferase Inhibitors*

Laura Meyerson, Assistant Professor  
Department of Natural Resource Science  
*Use of Long-Term State-Wide Data Sets to Explore Relationships Between Land Use Change, Water Quality And The Spread of Invasive Alien Plant Species*

Kate Moran, Associate Professor  
Department of Ocean Engineering  
*Student Support for Arctic Coring Expedition (ACEX) Core Analyses*

Rebecca Nelson Brown, Assistant Professor Research  
Department of Plant Science  
*The Development of SSR Primers for Genetic Mapping and Population Studies in Festuca subgen. Festuca*

Yana Reshetnyak, Assistant Professor  
Department of Physics  
*Novel Technology For Cancer Diagnostics*

Carol Thornber, Assistant professor  
Department of Biological Sciences  
*The Community Ecology of Macroalgal Blooms in Narragansett Bay and the Cape Cod National Seashores.*

Padma Venkatraman, Assistant Professor  
Coordinator of Graduate Diversity Affairs  
*Women in Oceanography: Perspectives*

For detailed descriptions of research proposals, please visit our website at [www.uri.edu/advance](http://www.uri.edu/advance)

(Recruitment: A Success Story  
continued from page 5)

#### Assistance for Search Committees

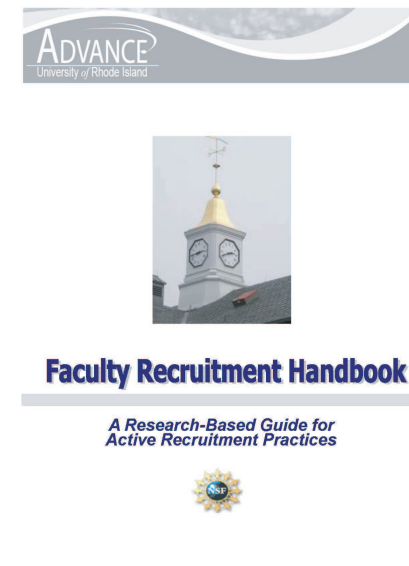
ADVANCE has been building upon a recruitment assistance toolkit for search committees. This includes a Faculty Recruitment Handbook (pictured here); recruitment training presented in 3 15-20 minute modules that separately address search committee activities before, during, and after a search; and, an ADVANCE recruitment committee who can provide information and resources about conducting faculty searches.

Do you know:

- The benefits of composing a diverse search committee?
- How to recruit actively, rather than passively?
- How to define a position to maximize responses from highly qualified candidates, regardless of their demographic status?

- How to define a position to maximize responses from highly qualified candidates, regardless of their demographic status?
- How to broaden your applicant pool to make sure you are reaching high-quality candidates across all sectors of the population?
- How to recognize, assess, and limit your own behavior that can invisibly, yet insidiously, compromise your hiring judgment?
- What to do once you've made a well-informed and insightful hiring decision?
- How to ensure that new hires transition smoothly into their positions?

We strongly encourage search chairs to access best practices materials; call us at 874-9422 for more information. We can meet as little or as much as you wish, or can simply provide you with recruitment resources. Good search practices result in a good hire; they are fair to women and men, underrepresented and majority candidates.



### Spotlight on Mentoring!

URI has just adopted a new Faculty Mentoring Policy!

*"All URI colleges shall implement a mentoring policy that provides for effective mentoring for their new faculty. This mentoring shall consist of career-advancing guidance, as well as social and psychological support for the new faculty member. College policies shall include the provision of one or more mentor(s) to each new faculty member, some form of mentor training, and regular "checking in" to ensure that the needs of junior faculty are being met."*

We appreciate the endorsement by the Provost and the excellent efforts many colleges already make toward effective mentoring, a factor nationally recognized as a key component to faculty success. ADVANCE can function in a facilitative role and promote better understanding and sustained attention to the critical importance of good mentoring. A formal plan of assistance will be distributed shortly.





## Transforming Our Institution

As the name of the ADVANCE grant indicates, our mandate is to engage in “institutional transformation” – to promote lasting changes that permanently improve the situation for women and other underrepresented faculty in STEM at URI. By extension, we hope to improve the work and study environment for everyone. We are grateful for the strong and ongoing support of the administration, and for all the ways they have helped us accomplish our mission. The following are some of the ways ADVANCE will have a lasting impact:

- The President has approved the creation of a **permanent ADVANCE Center**, which will serve as a focal point for diversity initiatives across campus, provide continuing recruitment and retention efforts for faculty, and a work-life office for all URI employees.
- The President and Provost have approved a **Dual Career Policy** (see page 2). Specific guidelines are still being fine-tuned and will appear shortly.
- An entire initiative on Inclusion in the **President’s 2006-2009 Strategic Plan**.
- The **Incentive Fund** is now absorbed into the Council for Research grant program. Last year the Council funded \$40,000 in ADVANCE-principled proposals.
- The Provost has requested faculty mentoring plans from every college and has endorsed the creation of a **URI Faculty Mentoring Program**. ADVANCE will be contacting each college to offer assistance and resources, if needed.
- In collaboration with the PCOSW, in 2005 a **Paid Parental Leave** policy for faculty was approved by the Board of Governors, which was followed by similar policies for several other unions.

- **Benchmark data collection** is being institutionalized, including data concerning the status of women and minority populations in STEM, dual career assistance requests, etc.
- The Administration has agreed that the **Topical Lunch Series** should continue post-award, as well as **career and climate workshops**.
- In collaboration with the Provost’s Office, a **Chairs’ Listserve** has been created, a result of a lunch discussion series. We hope to encourage this series to be re-energized this year.

- A **URI Mentoring Handbook** and a **URI Best Practices in Recruitment Handbook** are available, as is assistance for mentoring programs and search committees.
- Many anecdotal reports of an increase in awareness concerning the issues for women in STEM and **improvement in department climate**.

As we continue on, we hope to sustain momentum through the work of the **Internal Advisory Action Council**, to seek additional extramural funding, and to engage the efforts of as many on campus who would like to support the goals of ADVANCE.



*“Do you, Tenured, take this, Untenured, through sickness and health, to have and to hold from this day forward?”*

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## Recruitment: A Success Story

by Ashima Singh

### National Context

The status of women in science, technology, engineering, and mathematics (STEM) and social and behavioral sciences (SBS) is improving, though slowly. For example, in 2001 women earned 37% of doctoral degrees in STEM/SBS, up from 8% in 1966. As of 2001, females accounted for half of all STEM/SBS bachelor’s degree awards, and were 41% of graduate students, (though this varies markedly by area, being, for example only 20% of engineering and 30% of computer science graduate students). Women made up about 26% of employed STEM/SBS doctorate holders in 2001. Of those, 46% were in 4-year colleges and universities.

Of concern is a pattern of attrition by rank of women from the academy. Although relatively well-represented at bottom rungs of the academic ladder, women get increasingly scarce at the upper rungs. The reverse is true for men, particularly White men, who albeit well-represented at the lower rungs are over-represented at the upper rungs.

These findings are not only the result of historical participation rates, but are supplemented by higher attrition rates of women than men. Understanding the reasons and creating conditions whereby women are not only recruited but retained in the academy is one of the primary goals of the ADVANCE program.

### Recruitment at URI

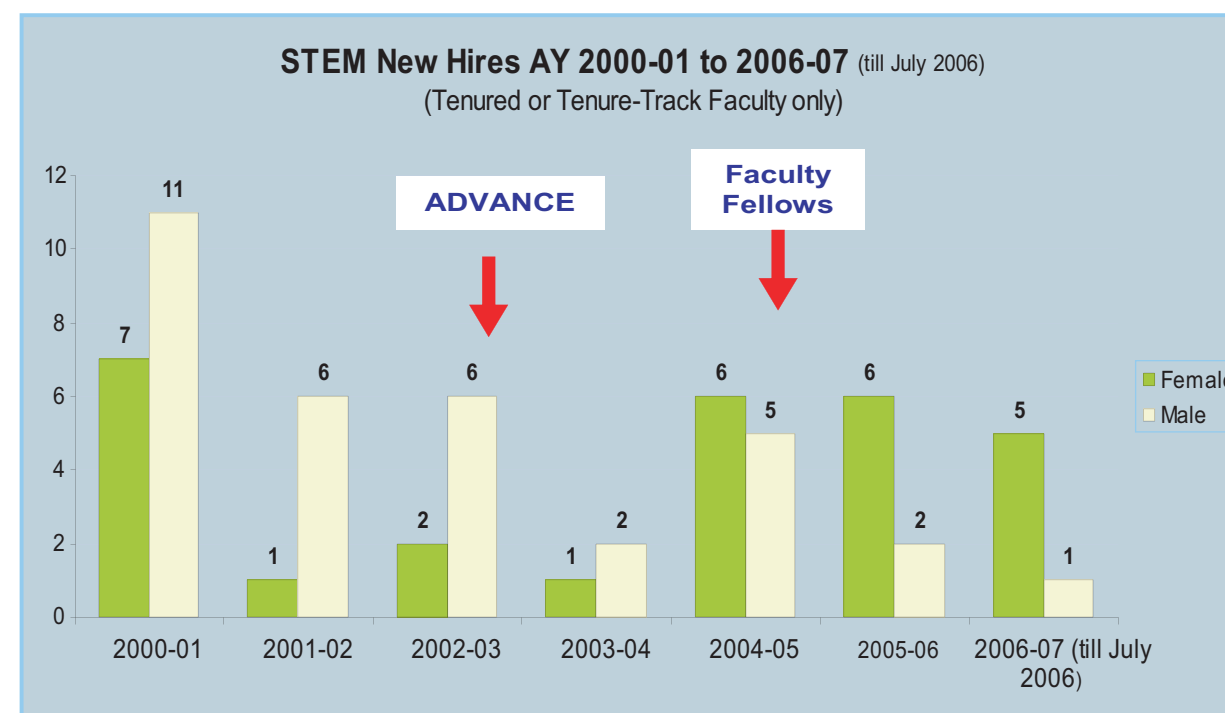
In academic year (AY) 2002-03, the year ADVANCE appeared on the URI horizon, women comprised only 16.5% of all 273 STEM/SBS faculty, across all ranks. The ADVANCE Faculty Fellows program at URI provided a successful recruitment tool in attracting highly qualified women applicants from across the country, and also made ADVANCE an immediately visible presence on campus. It provided funding to allow URI to “pre-book” women faculty 1-3 years before actual faculty openings occurred and enables them to focus primarily on research with significantly reduced teaching and service loads.

Because of this, as well as a generally increased emphasis on the need to diversify the STEM faculty pool, ADVANCE has had a significant effect on the numbers of new women hires in STEM & SBS. The recruitment numbers include Fellows, as well as “ADVANCE-influenced” hires, or those that have occurred following assistance

from the ADVANCE program during the search process. Depending on the particular search, we provide as little or as much support as is needed or wanted. In the past, our support has varied from training search committees in research-based search practices, helping identify search venues, to helping a new hire settle in.

Two years prior to ADVANCE (2000-01), in an unusually heavy hiring year, women accounted for only 37% of new STEM/SBS hires, which dipped to a low of 14% the next year. In the first year of the Fellows program (2004-05), 6 (55%) out of 11 new hires were women, 4 (36%) of which were Fellows and assisted searches. Next year, 6 (75%) out of 8 hires were women, all of them Fellows or as a result of assistance. In the latest year, 5 (83%) out of 6 new hires have been women, all of them Fellows and our-influence hires. Overall, because of ADVANCE’s efforts to recruit highly qualified women, they now comprise 21.7% of 290 STEM/SBS faculty, an overall increase of 5.2% as a percentage of all STEM/SBS faculty in just 3 years.

(continued on page 9)





## Faculty Fellows Program: Round One Update!

by Laura Gostin & Jillian Pastina

The Faculty Fellows Program has been a success for the past two years. In addition to introducing you to the new fellows (see next page), we would like to fill you in on what the Round One Fellows are currently working on.

*The National Academies* maintains an extensive directory of organizations encouraging Women in Science and Engineering: Visit their website at [www8.nationalacademies.org/cwse/Viewbytitle.asp](http://www8.nationalacademies.org/cwse/Viewbytitle.asp)

### Yana Reshetnyak, Ph.D.

Yana is working on several projects focusing on cancer research. She is currently involved in a congressionally directed medical research program sponsored by the Department of Defense, entitled "Development of Peptide-Toxin Conjugates Specifically Targeting Prostate Cancer". Yana has attended numerous conferences and had several seminar presentations since her employment at URI. In addition, she has had multiple publications including the collaboration "Injection of Molecules into Cells using a pH-Triggered Molecular Nanosyringe."

### Rebecca Nelson-Brown, Ph.D.

Currently, Rebecca has three grants pending. One of her more prominent grants, entitled "Salt Tolerant Grasses for Roadside Use" will be funded by the Department of Transportation. Her biggest service accomplishment thus far has been securing four plant growth chambers for the university. Rebecca is currently working on ten different projects which will produce several publications in the next six months. Among these various projects is a collaborate effort to hybridize native and introduced phragmites. To learn more about Rebecca's work, visit this link: <http://cels.uri.edu/news/nToughTurf.html>.

Yana Reshetnyak



Rebecca Nelson-Brown



Mayrai Gindy



Yan Sun



### Mayrai Gindy, Ph.D.

Since joining the URI faculty Mayrai has received several grants and has submitted numerous research proposals, some of which are still under review. She has collaborated on three publications including the "Comparison of Correction Methods for Bridge Displacement Estimates from Measured Acceleration Records". Mayrai has been invited to speak at various meetings and seminars both within and outside of URI. She has reviewed two papers for the American Concrete Institute and served as an NSF Review Panel Member.

### Yan Sun, Ph.D.

Yan has recently concluded her work on a grant entitled, "Building Trust in Distributed Networks: Theories, Architecture and Applications". In addition, she has developed the new undergraduate/graduate course, "Information and Network Security". She was the invited editor on a special issue of the Wiley's Journal of Wireless Communications and Mobile Computing. Yan was the local arrangement chair for the IEEE International Workshop on Genomic Signal Processing and Statistics. She is currently working on several projects concerning issues such as utilizing adaptive antenna array for improving security and secure routing in Ad Hoc Networks.

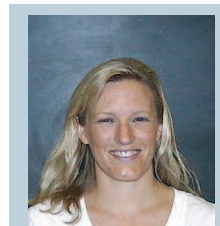
### Spotlight on Yan and Yana

ADVANCE would like to congratulate Yan Sun and Yana Reshetnyak on their transition into tenure-track positions!

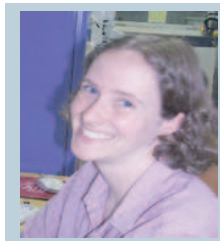
## Faculty Fellows Program: Round Two



**Kathleen A. Donohue**, a physical oceanographer from New Jersey, now lives in Wakefield. She became an NSF ADVANCE Assistant Marine Research Scientist in the Graduate School of Oceanography in July of 2006. She received her Bachelor's Degree from Brown University in Applied Mathematics and her Ph.D. in Oceanography at URI. She has given various presentations and produced many publications in her field for the past six years. In 2003, she was awarded \$3.7 million over five years by NSF to study the Kuroshio Extension, a jet stream in the Pacific Ocean.



**Bethany Jenkins**, of Richmond, is originally from the Chicago area. She became an NSF ADVANCE Assistant Research Professor in the Department of Cell and Molecular Biology in August of 2006. Bethany received her Bachelor's Degree from Mount Holyoke College and her Ph.D. at the Institute of Molecular Biology at the University of Oregon. Prior to coming to URI, she was employed at the University of California, Santa Cruz. Since her arrival here, Bethany has had four journal articles published, as well as two book chapters. She has obtained funding through the RI Endeavor Program, the URI Council for Research, and NSF.



**Katherine Kelley**, originally from Mankato, Minnesota, currently resides in Wakefield. In September of 2005, she became an NSF ADVANCE Assistant Research Professor in the Graduate School of Oceanography. Katherine received her Bachelor's Degree in geology from Macalester College, and her Ph.D. in Earth Sciences from Boston University. Before arriving at URI, she was a postdoctoral fellow in the Department of Terrestrial Magnetism at the Carnegie Institution of Washington in Washington, D.C. Since her arrival, she has given two presentations on the Mechanisms of Melting in the Subduction Zone Mantle Wedge and Mantle Melting with and without Water.



**Rebecca Robinson**, who presently lives in Wakefield, hails from Massachusetts. Rebecca arrived at URI in October of 2006 after being employed at Princeton University. She received her Bachelor's Degree in Geology from Bryn Mawr College, her Master's Degree in Earth Sciences from the University of Southern California, and her Ph.D. in Marine Geology and Geochemistry from the University of Michigan. She is an NSF ADVANCE Assistant Research Professor in the Graduate School of Oceanography. Since her arrival at URI, she has received a grant from NSF/Princeton University, produced two publications, and has given a presentation on the Antarctic Zone of the Southern Ocean.



**Tatiana Ryneason**, of West Kingston, is originally from Ohio. She is an NSF ADVANCE Assistant Research Professor in the Graduate School of Oceanography. After earning her Bachelor's Degree in Aquatic Sciences at Brown University, she did her graduate and post doc work at the University of Washington. Since her arrival at URI in November of 2005, she has given two presentations and produced two publications. Also, she has been invited to various seminars and conferences and has recently received funding from the RI Endeavor Program to examine the environmental determinants of biodiversity from coasts to open ocean.