

Formative Evaluation of Years 1 – 3 of NSF Advance Program at University of Rhode Island

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Evaluation of Goal 1

Goal 1. Develop/share comprehensive understanding:

- a. High Visibility (Attendance at Events, Website)**
- b. Four Focus Groups Provided Directional Input**
- c. Climate Survey Results (N=277, 40% response rate)**
- d. Publications (e.g., *Sex Roles*; *ASEE Proceedings*) &
Presentations (10+ at conferences & other events)**

➤ **Goal 1 Has Had Good Success & Promise →**

1.a. High Visibility

- **20-30 participate at each workshop, e.g.,**
 - a. Collaboration
 - b. Mentoring
 - c. Resources
 - d. Community Support
- **Website posts events & information:**

See web: www.uri.edu/advance/

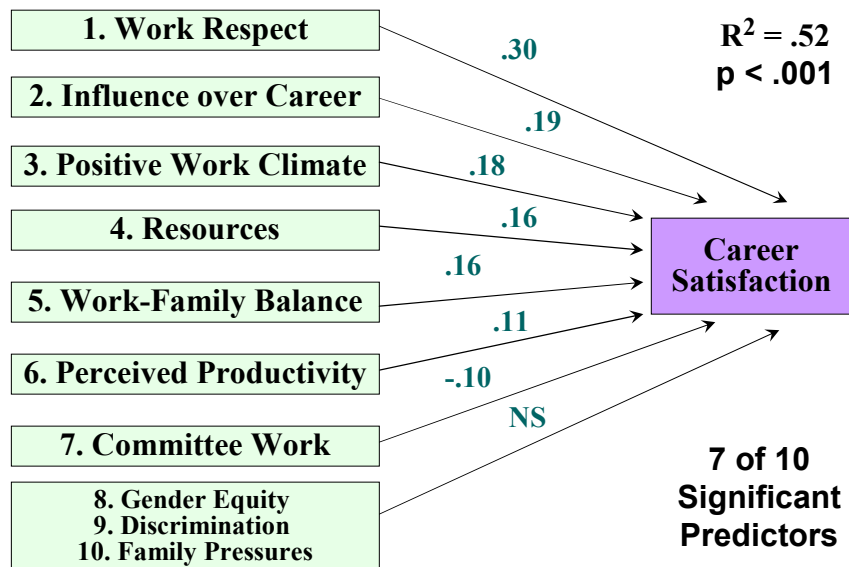
1.b. Qualitative Assessment

- **4 Focus Groups provided input on advancing women in the sciences:**
 - Women in Science
 - College of Environment & Life Sciences faculty
 - Early Career Faculty
 - Men in Science
- **4 Themes Emphasized by most faculty in all 4 groups:**
 - i. Collaboration
 - ii. Mentoring
 - iii. Resources
 - iv. Community Support

1.c. Climate Survey Findings Gender Differences: N=277, 40%

- **Women Report More Interpersonal-Work Challenges:**
 - Less Interpersonal Respect at Work
 - Less Likely to Decide to Have Children
 - More Consideration of Partner's Job Opportunities
- **Men Report More Positive Work Environment:**
 - More Career Satisfaction
 - More Influence Over Career
 - Less Discrimination

1.d. Predicting Career Satisfaction:



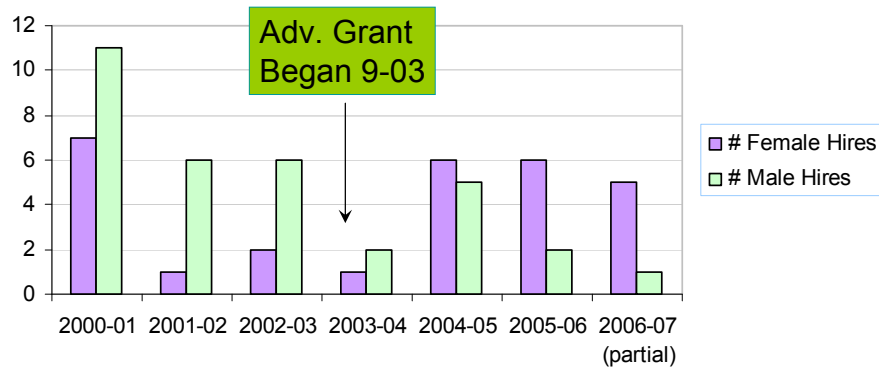
Evaluation of Goal 2

Goal 2: Increase number of STEM women faculty:

- a. 10 Fellows + 5+ Other STEM women hires
 - GSO: 4, CELS: 3, EGR: 2, A&S: 2+, etc
 - b. Attention to institutional benchmarks re STEM women
 - c. Predicting Salary with institutional data, President's Strategic Plan ('06-'09), & development of Best (Hiring) Practices Pamphlet support future hires
- **Goal 2 Has Excellent Success & Future Promise** ➔

2.a. Increase in Women Hires

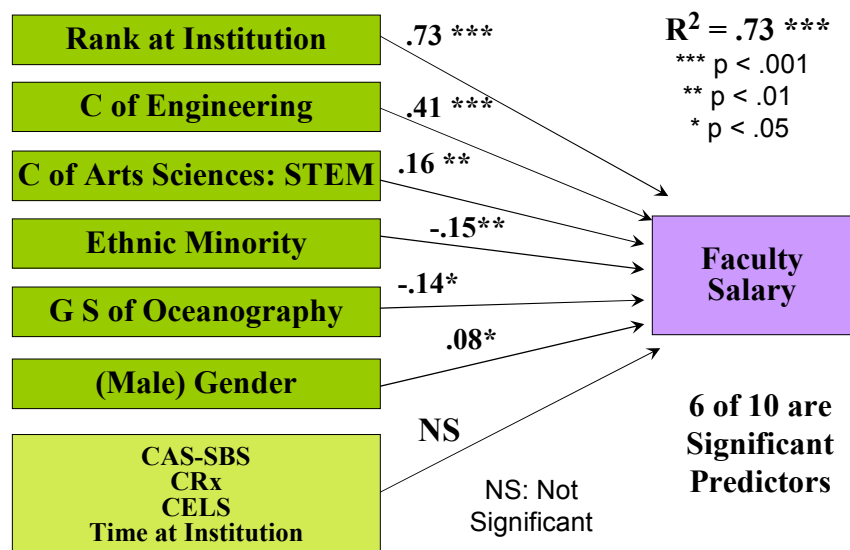
Figure: STEM New Hires AY 2000-01 to 2006-07 (partial)
(Tenured or Tenure-Track Faculty Only)



2.b. Institutional Benchmarks Summary

1. **21.7% of 290 STEM Tenure-Track Faculty are women**
2. Many of Non-Tenure Track Faculty are women
3. Majority of Lower-Rank Positions (by all ranks in depts.) are women
4. Yrs in Rank & at Institution: Will track – Tables 5a-b
5. STEM Attrition by Gender: Will track – Table 6
6. **60% of New 2004-2005 Hires are women (up from previous yrs)**
7. 32.7% of 150 Leadership Positions are held by women
8. **Salary of STEM Faculty by Gender: MR Results – See Figure**
9. Start-up Packages of Newly Hired STEM Faculty is being collected

2.c. Predicting Faculty Salary



Evaluation of Goal 3

Goal 3. Faculty Development & Advance STEM women careers:

- a. 20+ Luncheon Workshops and 24 Advance Incentive Awards (see web)**
- b. Career Workshops (Negotiation, Collaboration, Office) and 8 Writing Workshops (see web)**

➤ **Goal 3 Has Good Success & Future Promise** ➔

3.a-b. Workshops

- Dual Career Couples at URI
- How to Find the Best Students
- Get a Life: Have a Life & Succeed at Your Job
- Didn't I Just Say That: Strategies for Being Heard
- Prioritizing Research, Teaching & Service
- Negotiation
- Securing Funding
- Collaborative Proposals
- Meet Your Friends in the Research Office
- Grant-Funding; etc.

Evaluation of Goal 4

Goal 4. Improve work-life support networks (see web):

- a. Parental Leave Policy implemented & utilized**
- b. Work-Life Family Website developed & used**
- c. Dual Career Guidelines being developed**
- d. Mentoring Practices & Guidelines in place**
- e. Connections established**

➤ **Goal 4 Has Good Success & Future Promise** ➔

4.a-d Work-Life Supports

- a. Parental Leave includes paid parental leave, provisions for tenure clock stoppage, reduced workload, and modified duties.
- b. Work-Life Family Website: <http://www.uri.edu/wlfc/>
- c. Dual Career Guidelines emphasize importance of supporting dual career partners in attracting and retaining a quality workforce
- d. Mentoring Brochures for Mentors and Mentees, plus Faculty Mentoring Handbook and Mentoring Workshops are provided

4.e. Connections

- President's Commission on the Status of Women
- Sociologists for Women in Society
- University Offices (Affirmative Action, Human Resources)
- University Programs (Association for Professional and Academic Women, Committee W of AAUP)
- Women's Center
- Women's Equity Committee
- Women's Studies; etc.

Evaluation of Goal 5

Goal 5. Implement organizational climate change:

- a. **Climate Surveys and Speakers**
- b. **Internal Advisory Action Council with University Leaders**
- c. **Department Climate Workshops & Chairs Discussion Forum**
- d. **Institutionalization (Advance Day, Diversity, Integrated Change Model, Campus Visibility/Dissemination)**
- **Goal 5 Has Good Success & Future Promise →**

5.a. Climate Surveys and Speakers

- 2nd Climate survey being developed
 - Will distribute in Fall of 2007
- National Speakers on Campus, e.g.,
 - Virginia Valian
 - Robert Drago

5.b-c Advisory Council & Forums

- University Leaders meet regularly with ADVANCE:
 - Provost
 - Vice-Provosts/Presidents
 - Deans
 - Chairs
- Department Climate Workshops & Chairs and Discussion Forum are regularly available

5.d. Institutionalization

- Advance Day during Research Week
- Diversity Week Presentations
- Integrated Change Model Underway
- Campus Visibility/Dissemination
 - Resource Center
 - Publicized events

Summary of Advance Evaluation

