

## Internal Advisory Council Meeting Notes

March 31, 2006

Reporting Committee	Group Members	Topic	Issues, Benefits, or Challenges	Action
Climate Change	Joan Peckham Candace Oviatt Nancy Neff Karen Wishner	Improve facilitation of interdisciplinary research	Includes: help with paperwork, credit within department, means to co-advise students, help finding partners	Work with Research Office, Graduate Council, Council of Deans
		Improve startup implementation (lab readiness, etc.)	Includes: help with paperwork, more efficient provision of items in contractual agreement	Director of Startup (university-wide) in Research or Business office (not necessarily a new person, but rather a specific responsibility)
		Improve working conditions for soft-money researchers		Implement bridge funding
		Increase & improve diversity efforts		Legitimize diversity efforts by providing more credit for these activities
				More outreach
				Search for top university administrators (5 - 10 yrs in future): prepare for ADVANCE-principled search
				Form College Diversity Committees - Dean Nassersharif suggested that other colleges review COE Diversity committee recommendations or form a Diversity Comm. of their own.

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Recruitment	Art Gold Lisa Harlow Jeff Seemann Barb Silver Beverly Swan	Build on ADVANCE efforts and recruit several Senior Female Hires in STEM disciplines	<ul style="list-style-type: none"> <li>Increases visibility</li> <li>Provides mentors</li> <li>Serves as strong role models</li> <li>Brings grant funding</li> <li>Attracts strong Post Docs</li> <li>Attracts strong students</li> <li>More women in higher ranks</li> <li>Small initial outlay of funds with potential for huge gains</li> </ul>	<p>Create 4 Distinguished Professorships for women faculty, one from each STEM college</p> <ul style="list-style-type: none"> <li>Generate funds from several sources (vacating faculty positions, URI Development Funds, grants)</li> </ul>
		We need clear guidelines for hiring that include best practices education	<ul style="list-style-type: none"> <li>Increases uniformity across searches</li> <li>Ensures effective process</li> <li>Provides more enduring record of best practices</li> <li>Increases effectiveness of search and hire</li> </ul>	<p>Communicate Best Practices for Recruitment and Hiring to Search Committees</p> <ul style="list-style-type: none"> <li>Create handbook/workshop - Draw on experiences of ADVANCE and other areas across campus</li> <li>Require practices to be used (i.e., mandate from Provost level to college and departmental levels)</li> <li>All search committees participate in workshop sponsored by ADVANCE (perhaps AA later)</li> </ul> <p>Develop formal steps to engage in proactive networking at conferences, personal contacts vs. conventional advertising</p>
		We need to spread the word about URI and its success stories	<ul style="list-style-type: none"> <li>Let others know about opportunities at URI</li> <li>Feature successful faculty and their work</li> <li>Interest others in working at URI</li> <li>Have information about URI go out to a variety of institutions</li> </ul>	<p>Have URI materials available for faculty to distribute at various conferences e.g., Glossy brochures (from Research Office, Different Colleges, Best Practices ...Handbook)</p>

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Faculty Development	Cliff Katz Bahram Nassersharif Nancy Fay-Yensan Faye Boudreaux-Bartels	Funding	Soliciting funds from potential (women?) donors to create endowment	Send written request to the Provost and V. P. Beagle to identify potential (women?) donors to approach who would have a high interest in and financial resources for establishing an endowment to support activities of women in STEM fields.
			Soliciting funds from foundations	Work with Karen Markin to identify Foundations that we might apply to for continued funding for programs related to women or under represented minorities in STEM fields.
		Acquiring other funds		Use endowments and Foundation funding as leverage on getting other monies, e.g. providing match on grant proposals, buying out/providing release time for faculty member to write grant.
Mentoring				
		Institutionalizing mentoring		After ADVANCE has developed workshops on mentoring, a list of best practices, and a list of Do's/Don'ts - ask either Council of Deans or Provost Office to sustain an annual program on mentoring across all colleges.
				Ask Deans to agree upon some "minimum" level guideline for selecting/providing mentors to new faculty, e.g. 2 mentors per new faculty.
		Promote alternate models for mentoring		Group mentoring: a group of senior faculty mentors are identified as "experts" willing to provide guidance to new faculty members on certain issues, e.g. "expert grant writing" group, "teaching expert", etc.. Then new faculty could have choices of which professor to work with (versus being assigned one faculty member who might not be best fit - personality dynamics, competing for resources in the same field, etc.).

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Work-Life	Helen Mederer Melvin Wade Carolyn Sovet Mercedes Rivero-Hudec	Integration of ADVANCE efforts and other (e.g. PCOSW) efforts	<ul style="list-style-type: none"> <li>• Faculty focus may hinder integration with non-faculty efforts;</li> <li>• Perceptions of resistance to efforts, in spite of logic/necessity of create a more flexible workplace.</li> <li>• More understanding needed of the win-win nature of creating a flexible workplace</li> </ul>	<p>Include ADVANCE efforts and work-life issues throughout the topics covered in Diversity Week. Importance of reaching downward in age to change the thinking of students before they become workers and employers.</p>
		Change the climate to a "culture of coverage" rather than a "culture of compliance."	<p>Collegial support for faculty with work-life issues will also improve overall department climates</p>	<ul style="list-style-type: none"> <li>• Honors Colloquium on work-life issues with an international focus on cultures who do it better than us, and successfully.</li> <li>• Tie this topic into environmental sustainability as well.</li> </ul>
			<p>Throughout both of the above initiatives, give plenty of time to examine the logistical obstacles to creating a flexible workplace.</p>	<ul style="list-style-type: none"> <li>• There are serious issues (for instance, challenges with dual career hires) that thwart implementation and maintain resistance to change.</li> <li>• Give "resisters" time to talk about obstacles in creating a flexible workplace and collaborate to find practical solutions.</li> </ul>
		3. Institutionalizing ADVANCE	<p>Continue efforts towards inclusivity, especially in regard to men (Melvin Wade feels that men don't understand these issues as well as women do).</p>	<p>Maintain Work-life committee efforts to implement guidelines and policies for flexible workplaces – look toward creating Work-Life Center on campus;</p> <p>Dual career guidelines are essential (several Deans strongly endorse); part time and flexible jobs are increasingly necessary for recruitment and retention.</p> <p>Continue efforts to bring together PCOSW and ADVANCE committees on Work-life issues</p> <p>Reach broad audience through fine arts media (part of the honors colloquium?)</p>