

## Internal Advisory Action Council March 31, 2006 Meeting

### Participants

#### Advisory Council Members:

Cliff Katz  
Bahram Nassersharif  
Candace Oviatt  
Jeff Seemann

Carolyn Sovet  
M. Beverly Swan  
Melvin Wade

#### ADVANCE Members:

Faye Boudreaux-Bartels  
Nancy Fey-Yensan  
Art Gold  
Lisa Harlow  
Helen Mederer  
Nancy Neff

Lynn Pasquerella  
Joan Peckham  
Mercedes Rivero-Hudec  
Barb Silver  
Judith Swift  
Karen Wishner

### Agenda

11:00	Introductions & Overview of Council Mission
11:15	Brief Overview of ADVANCE
11:30	Small Group Discussions <i>Recruitment:</i> A. Gold, L. Harlow, J. Seemann, B. Silver, B. Swan <i>Faculty Development:</i> F. Boudreaux-Bartels, C. Katz, B. Nassersharif, N. Fey-Yensan <i>Work-Life:</i> H. Mederer, M. Rivero-Hudec, C. Sovet, M. Wade <i>Climate Change:</i> N. Neff, C. Oviatt, J. Peckham, K. Wishner
12:00	Report Out
12:15	General Discussion
12:30	Adjourn

### Meeting Review

#### *Introductions & Overview*

About half the Internal Advisory Action Council (IAAC) members were able to attend the initial meeting. Lynn Pasquerella, Barb Silver, and the ADVANCE Leadership Team began by reviewing the program, the mission of the Council, and their expectations for the IAAC.

The essential message was that ADVANCE is part of an effort to respond to the needs of a changing academic workforce, one which includes more older workers, women, under-represented minorities, etc. By working toward the diversification of academic ranks, and providing a working environment that is equitable, flexible and supportive for women, ADVANCE is facing a central issue for URI, as these efforts will provide a better working environment for all its employees.

The IAAC was provided a table outlining the focal areas of ADVANCE, the accomplishments within each area, some remaining challenges, and some ideas for future action (Table 1: ADVANCE Year 3 Review). Participants were asked to consider how they might concretely address some of these suggested future actions, depending on their interests or sphere of influence. It was emphasized that the meeting was a working meeting, and that members should identify specific ways they could take action.

### Small Group Discussions

Four groups were formed, based on seating convenience: Recruitment, Faculty Development, Work-Life Issues, and Climate Change. Over lunch, each group discussed specific ways to address some of the challenges identified in Table 1.

### Small Group Report-Out

Reviews of each discussion were presented, and are summarized in Table 2: IAAC Break-Out Group Brief Notes. They represent initial steps, and many topics remain for future consideration, and perhaps for absent IACC members to address.

### General Discussion

Following the report-out, general discussion ensued, and included the following general points:

#### Recruitment

- Have learned much about recruitment from ADVANCE. Need to identify a good model for hiring good candidates who happen to be women. Find out how ADVANCE got people to apply who would not have otherwise.
- We need to use this model to hire senior women in leadership positions.
- Institutionalize and broaden the model for other groups
- We need to support the hires and get the cohort to tenure. Faculty need to be integrated and engaged immediately. The climate needs to be improved so stellar junior faculty won't jump ship
- Require best search practices. Put "strings" on searches. Never settle for 2nd best; stop searches if candidates are not high quality. Search and hire is too expensive. Insure search etiquette across departments

#### Dual Career

- Spousal [dual] career hiring policy is the problem of our time. URI needs a policy. URI is at risk of losing faculty.

#### Diversity Initiatives

- Need to coordinate diversity initiatives across the campus
- Work-life issues need to be infused more regularly in campus initiatives, such as Diversity Week.

### Goal Setting

- Participants were asked to identify a task on which they could begin to work. Responses are presented in Table 3: Identified Tasks and Persons Responsible. It was agreed that a follow-up meeting should occur in early summer, during which:
  - progress/challenges on identified tasks will be reviewed, and next steps (and persons responsible) will be identified
  - participants not able to attend first meeting can consider how they can participate

ADVANCE IAAC Meeting, March 31, 2006		
Focal Area	Task	Person Responsible
Climate	Climate	Climate
Recruitment	Create handbook and workshop on best practices in recruitment	ADVANCE
	Require that all searches participate in best practices workshop & that best practices be used at all times	Bahram Nassersharif Jeff Seemann Beverly Swan
	Develop steps to engage in proactive person-person recruiting strategies	Beverly Swan
	Develop "Distinguished Professorship" 2-phase program	Art Gold Lisa Harlow Judith Swift
Faculty Development	Work with Development Office to identify potential donors	Jeff Seemann
	Work with Research Office to identify foundations for continued funding	Judith Swift Lynn Pasquerella
	Institutionalize mentoring program – develop materials	ADVANCE
Work-Life	Include work-life issues throughout Diversity Week	Helen Mederer Barb Silver Melvin Wade
	Develop Honors Colloquium on Work-Life Issues	Helen Mederer Carolyn Sovet Judith Swift
	Continue to collaborate actively with PCOSW	Helen Mederer Carolyn Sovet