

**URI ADVANCE Year 5 Quarterly Report
(1st quarter: July – September 2007)**

Significant accomplishments

General Highlights

- President Carothers is publicly considering the creation of a “Director of Diversity” high level administrative position at URI, and is putting together a team to explore how this might be accomplished.
- Follow-up climate survey has been distributed to all faculty.
- An ADVANCE team met with the URI Development Office to pursue fundraising plans for the continuation of ADVANCE initiatives.

Evaluation

- The second Climate Survey is on-line and was distributed to all faculty in September.
- One presentation – Carework Conference, New York

Recruitment

- The Graduate School and ADVANCE co-sponsored a Student Diversity Recruitment Workshop at URI for a regional audience
- A Faculty Recruitment Best Practices web tutorial has been completed and is now online.

Faculty Development:

- The ADVANCE Mentoring Committee met with 2 additional colleges (Arts & Sciences and Pharmacy) to discuss their mentoring programs, review their policies, build our mentor pools, and provide assistance. The remaining college visits are scheduled for the fall.
- A Mentoring Workshop for Mentors is being organized for early October.
- A revised Mentor Handbook is near completion for distribution in the fall.
- Joan Peckham has been granted a course release for the fall, and is helping move the mentoring program forward more rapidly.

Work-Life

- Work-life conference planning continues for both an October administrators’ summit meeting and a month-long series of events next March. Outside speakers are being contacted.

Climate Change

- ADVANCE is now included on the agenda for the New Faculty Orientation. Barb Silver gave a short presentation and delivered a packet of support materials to all new faculty.
- 2 URI Diversity Week presentations

Challenges

- Lack of progress toward the dual career policy approval and initiation of lactation space renovations remain frustrating and demoralizing.

Best Ideas

- Coordinating goals with the Equity Coalition and the President's Commission on the Status of Women in promoting the idea of a Chief Diversity Officer
- The Development Office is enthusiastic about supporting ADVANCE.
- Joan Peckham's course release has provided much needed additional help.