

ADVANCE Year 2 Brief Program Summary

*Funding Agency: National Science Foundation
Program Officer: Alice Hogan (ahogan@nsf.gov)
Funding Level: \$750,000 per year for 2003-2008*

The NSF ADVANCE program at the University of Rhode Island is a 5-year program designed to improve and enrich the science, technology, engineering, and mathematics (STEM) academic workforce through the increased representation and participation of women faculty.

Objectives:

1. To develop a comprehensive understanding of the status of women STEM faculty
2. To increase the number of ranked women STEM faculty
3. To advance the careers of all women faculty, especially STEM faculty
4. To improve the available networks of support for all women faculty, especially STEM faculty
5. To plan and implement organizational climate change in collaboration with university leaders

Program:

Constituents: STEM faculty in four colleges

- Graduate School of Oceanography
- College of Engineering
- College of the Environment and Life Sciences
- College of Arts and Sciences

Recruitment:

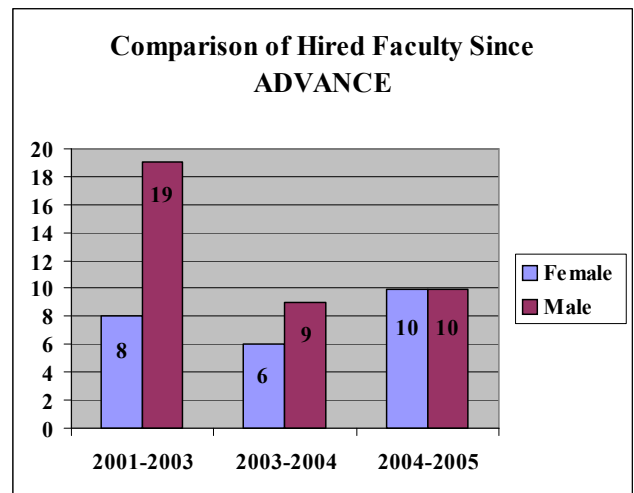
- Faculty Fellows Program, offering 1-3 year fellowships to women faculty, transitioning to tenure-line appointment.
- Supplemental funding to start-up packages for regular hires
- Best practices in recruitment training
- Dual career initiative

Faculty Development:

- Incentive Fund Program, offering awards that promote the research careers of women STEM faculty
- Career workshops
- Monthly Topical Lunch Series
- Mentor Training Program

Work-Life Support:

- Policy review and revision
- Work-Life Center Website
- Work-Life Faculty Interview Project



Prior to ADVANCE (in years 2001-2003) 29% of new STEM hires were women; in 2004-2005, 50% were women

- Social & professional networking opportunities

Climate Change:

- Department Climate Workshops
- Chairs Leadership Discussion Series
- Campus-wide annual events

Assessment:

- Campus-wide Academic Work Environment Survey, including readiness-for-change staging assessment

Results:

Recruitment: In the 2 years of URI-ADVANCE:

- 10 new hires
- Dual Career draft policy under review
- Best Practices materials drafted

Faculty Development:

- 15 Incentive Awards in 2004 and 2005 totaling \$80,000; 3rd round in 2006
- 11 Topical lunches, attended by 20-30 women each
- 5 career workshops: Negotiation Skills, Mentor Training, Research Workshops
- Phase 1 of Mentor Training Program underway

Work-Life Support:

- New Family Leave Policy for faculty approved and implemented
- Several informal social networking events
- Work-Life Center website developed
- 22 faculty work-life interviews
- Dual career research and policy development underway

Climate Change:

- 10 departments participated in Climate Change workshops; 6 departments participated in follow-up session
- Summit meeting with President & Provost March 2005
- 2 campus-wide events: Virginia Valian visit, November 2004, "ADVANCE Day" with Robert Drago, October 2005
- Chairs Leadership Discussion Series launched November 2005

Assessment:

- 4 Focus Groups conducted
- Climate survey distributed to 700 faculty, with 40% return rate; analyses underway

Principal Investigator: Lynn Pasquerella, Interim Vice Provost, Graduate Studies, Research, & Outreach

Co-Principal Investigators:

- Lisa Harlow, Professor of Psychology
- Joan Peckham, Professor of Computer Science
- Karen Wishner, Professor of Oceanography

Leadership Team:

- Principal Investigators and:
- Faye Boudreaux-Bartels, Professor, Electrical Engineering
- Helen Mederer, Professor & Chair, Sociology
- Cathy Roheim, Professor, Natural Resources Economics
- Judith Swift, Interim Vice Provost Academic Affairs & Professor of Communication Studies

Program Director: Barbara Silver, Assistant Research Professor, Psychology

Program Staff:

- Program Coordinator: Nancy Neff
- Student Assistance: Amy Woodard, Laura Gostin, Ashima Singh

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National Overview: Nine institutions of 76 applicants awarded grants in "first round" (2001):

- Hunter College, City University of New York
- University of Colorado, Boulder
- Georgia Institute of Technology
- University of Michigan
- New Mexico State University
- University of Puerto Rico-Humacao
- University of California-Irvine
- University of Washington
- University of Wisconsin, Madison

Ten institutions of 72 applicants awarded grants in "second round" (2003):

- Case Western Reserve University
- University of Montana
- Columbia University
- University of Rhode Island
- University of Alabama, Birmingham
- University of Texas at El Paso
- Kansas State University
- Utah State University
- University of Maryland-Baltimore County
- Virginia Polytechnic Institute



ADVANCE institutions will serve as exemplars for other colleges and universities to increase gender equity in science and engineering faculty

