

FEBRUARY 2005 INTERIM REPORT

PARTICIPANTS

Lisa Harlow, head of the Evaluation Committee of the Leadership Team, will replace Jimmie Oxley, as a co-PI on the grant.

Harry Knickle, head of the Recruitment Committee has resigned from the Leadership Team, due to time constraints.

Nancy Neff, has been hired as a Scientific Research Grant Assistant, managing business and fiscal operations for the grant. She will also function as a grant trainer for junior faculty who need assistance understanding URI grant management procedures.

New students include:

Amy Woodard, BA Biology, currently a graduate student in Physical Therapy.

Laura Gostin, BA Psychology, currently a graduate student in Communications Studies

SIGNIFICANT ACTIVITIES AND FINDINGS

The goals of the ADVANCE program are:

1. Assessment: To develop and share a comprehensive understanding of the status of women STEM faculty.
2. Recruitment: To increase the number of ranked women STEM faculty
3. Faculty Development: To advance the careers of all women faculty, especially STEM faculty.
4. Support Networks: To improve the available networks of support for all women faculty, especially STEM faculty

The fifth goal: *Administrative Collaboration: To increase administrative collaboration to engage in and promote organizational change*, has been changed to read:

5. Climate Change. In collaboration with administrators and other university leaders, plan and implement organizational climate change efforts.

I. Assessment

Dual Career Couples Qualitative Analyses. An interview protocol for dual career couples was developed for faculty and for chairs, in an effort to assess how these couples have negotiated the URI hiring system and to provide input toward policy development. The protocols can be found on our website at www.uri.edu/advance. A draft manuscript of the focus groups run in the fall of 2003 will be submitted this spring for publication.

Climate Survey. The ADVANCE Work Environment Survey was distributed campus-wide to all faculty in the spring of 2004. Approximately 700 surveys were distributed. In addition to hard copies, the survey

was available on our website, to be completed on-line or downloaded in PDF form. Following personal visits to each college's chairs meeting, the survey was distributed in late May 2004. The following collection steps were taken:

- Hard copies and return envelope distributed with email notice May 2004
- Reminder emails and paper flyer sent to all faculty late August 2004
- Bar charts signifying response distribution by department and college sent to departments and by email to all faculty October 2004
- Final reminder email mid-December with request to Deans to encourage final participation. A few additional hard copies dropped off to each Dean's office.
- Cut-off date for submission: Jan. 31, 2005

By the end of January, 275 surveys were collected, representing a return rate of about 39%. About two-thirds (N = 182) arrived in the mail as hard copies; the remainder (N = 93) arrived electronically. Most of the electronic surveys came in the late fall and winter, when the hard copies were more scarce, so it seems that, given the choice, filling out a paper copy was much the preferred method.

Final analyses are scheduled to be completed by May 2004. Preliminary data analyses of a few questions were performed in late October 2004 for a conference presentation. These analyses revealed:

Response rate:

- An overall response rate of 33% (N = 236)
- 56% of the respondents were men, representing 28% of all male faculty on campus.
- 52% of the respondents were STEM faculty, representing 54% of all the STEM faculty on campus.

Career satisfaction:

- Men report significantly more career satisfaction than women.
- STEM faculty report significantly more career satisfaction than non-STEM faculty.

Work Environment and Gender Equity:

- Men perceive significantly fewer gender inequities in their departments than do women.
- There are no significant differences on perceptions of gender inequity between STEM and non-STEM faculty.

Work Environment and Colleague Interactions:

- Men report significantly more positive interactions with colleagues in their departments than do women.
- Men STEM faculty perceive more positive interactions with colleagues than do women STEM faculty.

Pro-change Behavior Systems, Inc. was given their data set from the survey to begin analysis in January 2005. They will be refining an instrument measuring how ready faculty are to engage in behaviors that support women in STEM.

Institutional Data. Data as of June 2004 has been collected reflecting all required NSF benchmarks except space data. The findings are attached separately with this report. A university space analysis is taking place during the spring 2005, and findings will be reported in the next annual report.

II. Recruitment

ADVANCE has been influential in the hire or impending hire of 8-9 women within the last year-and-a-half.

College of Engineering. Two fellows, in Electrical Engineering and Civil Engineering, began their fellowship as ADVANCE Assistant Professors in September. Each has ADVANCE funding for 2 years, after which a tenure-track position will be offered.

College of Arts & Sciences. One fellow in Physics started as an ADVANCE Assistant Professor in September. She has funding for 3 years. A regular hire in Clinical Psychology received supplemental funding from ADVANCE.

College of the Environment & the Life Sciences. A Plant Sciences fellow began in January. This fellow is also an ADVANCE Assistant Professor, although no funding from ADVANCE was required. Cell and Molecular Biology has secured an ADVANCE fellow, who is to start in summer 2005. Natural Resources Sciences is currently negotiating with a female hire, who will begin in a tenure-track line. No ADVANCE funding has been committed to this hire, though ADVANCE was consulted throughout the search process.

Graduate School of Oceanography. GSO is currently conducting interviews with 9 excellent candidates. They expect to hire one or two ADVANCE fellows for a September 2005 start date.

III. Faculty Development

Incentive Fund. Final reports for the first round of Incentive Awards are now coming in. The announcement for the ADVANCE Incentive Fund 2005 was distributed in October 2005, and appears on our website. Approximately \$40,000 will be awarded at the end of March 2005, with priority to be given to junior faculty.

Topical Lunch Series. Four topical lunches were held in the fall of 2005. Each was attended by 20 - 30 women STEM faculty and a few graduate students. Topics included:

- September: *ADVANCE One Year Later: Looking Back, Looking Ahead*
- October: *Discussion of Virginia Valian's "Why So Slow: The Advancement of Women"*
- November: *Lunch with Virginia Valian*
- December: *What the New Family Leave Policy Means to URI: A Conversation Between Women and Men*

Four spring 2005 topical lunches are scheduled. The topics include:

- February: *Publishing a Paper: Secrets Revealed!*
- March: *Dual Career Couples at URI: Navigating the System and Policy Update*
- April: *Women of Wisdom: Strategies for Senior Women Faculty*
- May: *Happy Friday the 13th: Debunking Superstition About How to Get Ahead at URI*

Faculty Workshops.

Negotiations Skills Workshop: held in September 2004, facilitated by Laura Beauvais, College of Business Administration, and Donna Meyer, Mechanical Engineering. It was attended by 16 STEM women and was very well received.

Mentor Training Workshop: held in October 2004, and offered to all URI faculty, men and women. It was attended by 41 faculty and a few staff members; at least half were STEM faculty. It was facilitated by Bette Erickson, Assistant Director of the Instructional Development Program, as well as a panel of six STEM faculty: 3 senior mentors (Arun Shukla, Faye Boudreaux-Bartels, and Karen Wishner; and 3 junior mentees (Natacha Thomas, Dan Koonce, Roberta King).

Research Office Workshops. Collaborated with the URI Research Office in sponsoring 3 research workshops during the spring and fall of 2004. Three additional workshops are planned for the spring 2005.

IV. Networks of Support

Family Leave Policy. The revised Family Leave Policy for Faculty that was submitted to President Carothers in June 2004, was endorsed, and was included in AAUP contract negotiations in the fall of 2004. In January 2005, the policy was approved by the Board of Governors. The policy can be found on our website.

Dual Career Couple Guidelines. A Dual Career Subcommittee of the President's Commission, and chaired by ADVANCE graduate assistant, Molly Hedrick, has worked through the fall of 2004 to develop a draft policy. It will be reviewed by several parties, and will be presented to the Council of Deans and the Provost within the next month. As mentioned above, dual career interviews are currently being transcribed and analyzed.

Social Events.

- September 2004, ADVANCE hosted a new faculty reception for the new ADVANCE hires, their deans, department and search committee chairs, the Provost, and other female STEM fellows. Attendance: 27
- October 2004, co-sponsored a panel on Aging in America and reception, following a performance by performing artist, Rose Weaver.
- November 2004, hosted a reception following a public talk given by visiting speaker, Virginia Valian, from CUNY Hunter College.
- December 2004, hosted a holiday reception for all STEM faculty in the ADVANCE Resource Center. Attendance: 30

V. Climate Change

Climate Workshops. Since the summer of 2004, five more initial climate workshops have been conducted, each facilitated by Barbara Sloan, of Sloan Dialogs, LLC:

- October 2004: Graduate School of Oceanography
- January 2005: Chemical Engineering, Mechanical Engineering, Physics, Chemistry

In addition, 3 follow-up workshops were conducted:

- October 2004: Natural Resources Science, Civil Engineering, Electrical Engineering, Cell & Molecular Biology

At least 3 more initial workshops are planned for spring 2005. Responses to the workshops have been positive. A summit meeting with the President, Provost, and Vice President for Administration is being planned for March 30, 2005

Engaging Administrators. On November 5, 2004, psychologist and gender equity expert Virginia Valian, PhD, spent the day at URI. She facilitated a 2-hour breakfast seminar with the President, Provost, and STEM Deans and Chairs. Additional meetings were held with graduate students and women faculty in STEM. She also gave a public talk, which was preceded by an ADVANCE review of preliminary climate survey results. The event was attended by approximately 80 people.

Presentations. In October 2004, a talk was given during Diversity Week by ADVANCE members on the absence of women in STEM.

VI. Outreach

In the fall of 2004, ADVANCE collaborated with the URI News Bureau in sponsoring "Science is Fun: Women in Science." Women STEM faculty visited area middle schools and high schools to promote science as a career to girls. Seven schools have been visited; the project is ongoing.

In March 2005, the ADVANCE program will be highlighted on a local PBS television series entitled "Amazing Rhode Island Women." This particular segment will be on women in science.

VI. Presentations

October 2004

Peckham, J., & Silver, B. (2004). Where are all the Women in Science, Technology, Engineering, and Mathematics? Workshop conducted at the 2004 URI Diversity Week Workshop Series.

December 2004

Wishner, K, Silver, B., Boudreaux-Bartels, F., Harlow, L. Knickle H., Mederer, H., Peckham, J, Roheim, C., Trubatch, J., and Webster, K. (2004). Strategies for success of women faculty in science:

The ADVANCE program at the University of Rhode Island, EOS Trans. AGU, 85 (47), Fall Meet. Suppl., Abstract ED23B-0094.

February 2005

Silver, B., & Mauriello, L. (2005). Promoting climate change: A model for advancing women in science. Paper presented at the 2005 Association for Women in Psychology Annual Conference, Tampa, Florida

Hedrick, M., & Silver, B (2005). The "good ole-boy-network": How dual career couples navigate the university system - implications for policy. Paper presented at the 2005 Association for Women in Psychology Annual Conference, Tampa, Florida