

Effecting Formative Institutional Change

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Evaluating Formative Change

• Half way through 5-Year ADVANCE Project

• Formative Change Efforts:

- STEM Department Climate Workshops
- Incentive Research Grants
- Monthly Workshops/Lunches
- Campus Events-Involvement

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1. Initiating Change through Dialogue

• 10 STEM Department Workshops (150 Faculty)

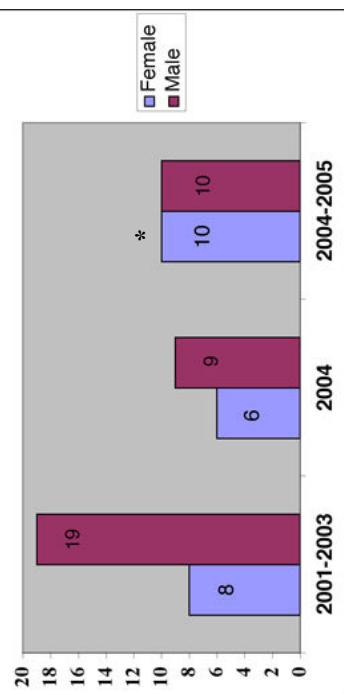
• **Talk:** Use Appreciative Inquiry to Envision Positive Goals

• **Plan:** Faculty Develop Action Plans for Change

• **Take Action:** Departments Enact Vision (e.g., Hire Women)

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Comparison of Hired Faculty Since ADVANCE



*Advance: 2 Engineering + 1 Physics + 1 GSO + 1 CELS Colleges:
+ 1 Psych + 3 GSO + 1 CELS

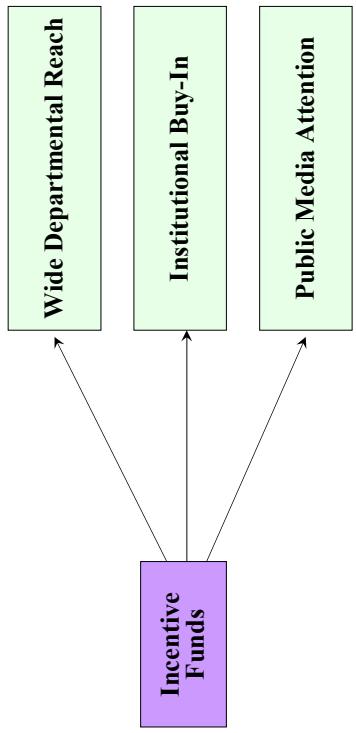
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2. Incentive Fund\$: Motivating Collaboration

■ STEM Incentive Grants, 2004-05: \$40k/yr → 2006: \$60k

- 24 Grants (\$140k total) Distributed 2004-2006
 - Funds from Advance + Provost, then + Research Office
 - Involve STEM Women and Collaborations
 - Generated Media Spots
 - Wide Array of STEM Areas:
 - Physics, Engineering, Math, Biology, NRS, Plant Science
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Extending Effects of Incentive Grants



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3. Monthly Workshops: Increasing Retention

- Thinking About Tenure From the Start
 - Provost Tips on Succeeding at URI
 - Meet your friends in the Research Office
 - Publishing a Paper – Secrets Revealed!
 - Gender-Sensitive Teaching
 - How to Find the Best Students
 - Didn't I Just Say That? Strategies for Being Heard
 - Work and Home: Making the Connections
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Writing Workshops: Fostering Research

- Marian Goldsmith - Prof & Chair, Biological Sciences
 - *Writing & Revising Scientific Papers*
 - Wayne Velicer - Co-Director, Cancer Prevention Research Center
 - *Why and How to Get a Grant*
 - Linda Shamoan - Prof, College of Writing Program
 - *Getting past Writer's Anxiety*
 - Padma Venkatraman - Grad School and Oceanography
 - *Becoming a Prolific Writer*
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Greater Research Productivity-Recognition

- Grant Proposals Recently Submitted
 - e.g., J. Peckham: Broadening Participation in Computing
 - e.g., B. Silver & H. Mederer: Work-Family Life
- STEM Women Faculty in the Limelight
 - e.g., Rebecca Brown: Turf Research
 - e.g., Yana Reshetnyak: Cancer Diagnostic Technology
- Research Publications
 - e.g., R. King: Estrogen Sulfotransferase Inhibitors
 - e.g., J. Prochaska: Readiness to Advance Women

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4. Informing the University Community: Motivating Involvement & Change

- Campus Events
 - Virginia Valian: Small Differences Add Up
 - Robert Drago: Bias Avoidance
 - ADVANCE Presentations & Efforts

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Survey Findings: Raising Consciousness

- **Men Report More Positive Work Environment:**
 - More Career Satisfaction
 - More Influence Over Careers
 - Less Discrimination
- **Women Report More Interpersonal-Work Challenges:**
 - Less Interpersonal Support & Respect
 - Less Likely to Decide to Have Children
 - More Consideration of Partner's Job Opportunities
 - More Belief in Combining Career & Parenting

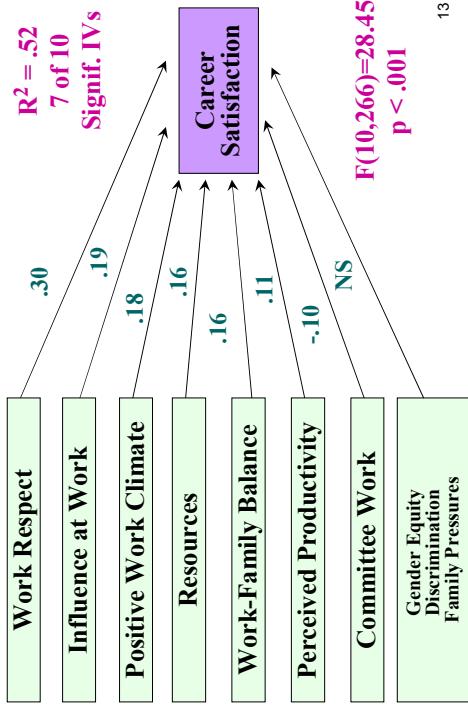
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Policy Changes: Improving Work Environment

- **Parental Leave Policy for Faculty in Place:**
 - 6 Weeks Paid Leave for New Child
 - 11+ Paid Leaves (Both Women & Men)
 - Talk of Extending for Broader Coverage
- **Dual Career Policy Guidelines Under Consideration:**
 - President, Provost, Deans, Chairs & Faculty interested
 - ADVANCE, President's Commission, Union
 - Pamphlet Being Finalized

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Predicting Career Satisfaction



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5. Conclusions

- Money Talks
- Change Grows (Dept. → Univ. → Public)
- Collaborative Gatherings Engage, Inform & Produce
- Be Open to Broad-Based Data & Evidence
- Qualitative: Research Literature, Feedback
- Quantitative: \$, Frequency Counts, Statistical Analyses
- Institutional Involvement → Large, Long-term Change¹⁴

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