

Year 3 Quarterly Report
1st Quarter: July – September 2005

Significant accomplishments

Evaluation:

- Year 2 benchmarks complete
- Climate survey missing analyses complete. Developing presentation and formal report
- Paper authored by Pro-Change Behavior Systems and ADVANCE team members on measure development accepted for publication in *Sex Roles*

Recruitment:

- Latest faculty fellows, Bethany Jenkins, Cell & Molecular Biology, and Katherine Kelley, Graduate School of Oceanography (GSO), started Sept. 1. Two more GSO fellows will begin in the fall.
- New wording approved for all faculty advertisements: *URI is an NSF ADVANCE institutional transformation university, working to advance the careers of women faculty, especially in the science and engineering disciplines*
- With ADVANCE consultation, College of Engineering submitted ambitious Diversity Recruitment & Retention Plan to Affirmative Action

Faculty Development:

- Most of Incentive fund Year 2 final reports up on website
- Writing workshops launched with day-long workshop featuring outside facilitator, Lisa Tenor (20 attendees), followed by 2 more workshops facilitated by URI writers (11 and 8 attendees)
- First topical lunch of fall semester, *ADVANCE Potpourri and Bias Avoidance* designed to review ADVANCE program and introduce concepts visiting October speaker, Robert Drago, will address (20 attendees)

Work-Life:

- Dual career meeting with President's team to present policy met with some resistance; committee will be addressing these and re-submitting
- Planning for a new URI *Work-Life-Family Center* website underway

Climate Change:

- Administrative climate summit meeting (held March 30 as a culmination of a series of ADVANCE department climate workshops) report issued. Administration created Committee to Streamline Administrative Processes headed by Vice President for Administration.
- Chairs Discussion Forum planning begun with Provost's Office – 2 Leadership Team members attend University of Washington Chairs' Workshop to help in planning
- Presentations:

- ADVANCE presentation during URI Diversity Week: *Where Are All the Women in Science?*
- Presentation by ADVANCE PI Lisa Harlow at South County Women's Networking Social: *Women and Science – Balancing the Equation*; ADVANCE also sponsored 5 tickets to junior STEM faculty to attend
- URI Research Office offered to give ADVANCE an entire day to present program during URI Research Week in October
- New Leadership Team members include Nancy Fey-Yensan, Associate Professor, Nutrition & Food Sciences, and Mercedes Rivero-Hudec, Associate Dean of Student Affairs and Diversity, College of Engineering

Challenges

1. Administrative resistance to implementing dual career hiring program centers on legal and reverse discrimination concerns. Based on widespread agreement at URI that dual career couples present real hiring challenges, we misunderstood the need to fully present the rationale and research documenting the need for this both at URI and nationally. We will be compiling a more thorough presentation for the President that address these concerns.
2. Likewise, there is resistance about advertising the Parental Leave policy publicly because of concerns about backlash from those from other unions who do not have the same policy. Human Resources is reluctant to place proactive information on their website. We will be working toward improved collaborations with them and Affirmative Action.
3. Ensuring that concrete action results from the Administration Climate Summit meeting will require attention
4. Ongoing challenges in administrative support for some of the new faculty fellows speak to a lack of consistent practices in the settling in process for new faculty at URI. Securing start-up items, support in learning how to maneuver a complicated administrative system is variable; ADVANCE members have been monitoring the fellows' transitions and advising where necessary. A meeting with the Dean of Engineering has hopefully helped one situation in particular.

Best Ideas

1. Change in EEO language to reflect ADVANCE and a URI commitment to hiring women and minorities will have wide exposure, as it will appear in every advertisement posted for faculty and academic administrative positions at URI.
2. Holding a summit meeting with the Administration, including the President, Provost, and Vice Provosts and Vice Presidents. Inviting not only deans and chairs, but other faculty members invited by their chairs to share common concerns and listen firsthand to responses from Administration was an important accomplishment toward open communication and understanding, and hopefully ultimately toward overall job satisfaction.

Year 3 Quarterly Report

2nd Quarter: October – December 2005

Significant accomplishments

Evaluation:

- Climate survey overview given by Lisa Harlow during ADVANCE Day of URI Research Week in October
- Pro-Change Behavior Systems submitted report on climate survey findings regarding faculty readiness-to-change to support women

Recruitment:

- Three new faculty fellows, Rebecca Robinson, Tatiana Rynearson, and Kathleen Donohue have all been hired by the Graduate School of Oceanography (GSO) this fall, bringing the total number of fellows in that college to 4.
- GSO fellows welcome reception attended by over 60 people
- Best Practices handbook under revision
- Met with Development Office to discuss outside funding for more hires

Faculty Development:

- Year 3 Incentive Fund announcement released.
- Council for Research agreed to supplement Incentive Fund by \$20,000 and included ADVANCE-principled criteria in their own proposal announcements
- 3 topical lunches hosted, each attended by 22-28 people, one featuring Provost M. Beverly Swan who offered tips on how to succeed at URI.
- College of the Environment & Life Sciences agreed to develop a formal mentoring program for other colleges to model.
- Day-long Mentor Training Program offered in December to both senior faculty mentors and junior faculty mentees (38 attendees). ADVANCE helped find mentor matches for those junior faculty who needed mentors.

Work-Life:

- New URI Work-Life-Family Center website launched in December
- Parental Leave brochure completed and submitted to Provost's Office for approval

Climate Change:

- ADVANCE Day of URI Research Week featured visiting speaker Robert Drago, who spoke on *Making Work and Family Compatible for Faculty*, presentations by ADVANCE faculty fellows, a lunch address by Judith Swift on *ADVANCING our Vision from STEM to Stern*, a cabaret performance on women in science, and a reception (50-60 attendees throughout the day)
- Chairs Discussion Forum launched – 2 lunch sessions (attended by 29 and 24 chairs) – *Managing Up & Down* and *Ethics for Chairs*, plus chairs' listserve created
- South County Women's Networking Social in November attended by 3 junior STEM faculty sponsored by ADVANCE

Challenges

1. Expectations about what Pro-Change is to be delivering in terms of assessment reports and intervention guidance appears to differ. The report submitted we feel needs to be supplemented with more concrete advice and a more complete report that lay readers can access.

2. Bringing adequate attention to the need to publicize the Parental Leave policy continues to prove challenging.

Best Ideas

3. Securing a collaborative partnership with the Council for Research in absorbing some of the Incentive Fund is a solid first step in institutionalizing the Incentive Fund program.
4. Holding a GSO welcome reception provided much visibility to the ADVANCE Recruitment Program and the accomplishments of women oceanographers.
5. Mentoring program with separate sessions for mentees and mentors, with a shared lunch discussion was an effective format. Matching mentees with mentors helped identify which junior faculty were not being effectively mentored.
6. Chairs' discussion forum was gratefully received by chairs who appreciated being able to communicate with peers
7. Featuring ADVANCE for entire day in mixed format during URI Research Week that included entertainment, humor, and serious science was very effective in presenting ADVANCE in a positive manner to a diverse audience

Year 3 Quarterly Report

3rd Quarter: January – March 2006

Significant accomplishments

Evaluation:

- New paper, co-authored with Pro-Change Behavior Systems, under development, describing theoretical model for climate change at URI

Faculty Development:

- Year 3 Incentive Fund awarded 9 of 17 proposals, totaling \$60,000 (\$20,000 from Council for Research funds and \$40,000 from ADVANCE and matching Provost funds).
- 2 topical lunches hosted, each attended by 22-28 people.
- 3 writing workshops, each featuring presentation by prolific URI writer, followed by extensive quiet writing time

Work-Life:

- Philosophical Framework forming the basis for all future family friendly policy efforts released

Climate Change:

- Internal Advisory Action Council first meeting held (19 attendees, including 12 from ADVANCE and 7 of 13 Council members). Members are mostly upper administrators, charged with taking concrete action steps toward achieving ADVANCE goals. Highly productive, energized meeting, with many action tasks identified.
- Co-PI Karen Wishner presents at Ocean Sciences Annual Meeting: *Strategies of Career Success of Women Science Faculty: The ADVANCE Program at the University of Rhode Island*
- South County Women's Networking Social in January and March each attended by 3 junior STEM faculty sponsored by ADVANCE

Challenges

1. ADVANCE has increasingly been faced with individual faculty issues presented to the ADVANCE office. These concern securing contractual start-up items in a timely manner, conflicts with co-workers or chairs, dual career requests, advice about requesting leaves, requests from soft-money female researchers, and part-time employment negotiations, among others. We are currently communicating with the Provost's office to determine the most effective means for addressing these various issues in a formalized, institutionally endorsed manner.
2. Writing workshops have been lightly attended - will work on more active marketing, as we believe in the value of these workshops.
3. Chairs' discussion forum cancelled in January. Working with Provost's Office has presented challenges, as our goals diverge somewhat. ADVANCE is more concerned with climate issues, leadership development, and support, rather than guidelines, policies, and procedures. Perception of value of workshops may be compromised rather than promoted because of collaboration. ADVANCE will likely proceed independently in the future.

Best Ideas

1. Providing a Philosophical Framework has proved to be an effective grounding for our work-family endeavors. Reference to the goals set forth in this document has been effective on several occasions in countering resistance when promoting new ideas.
2. The most effective initiative toward real, sustainable change ADVANCE has sponsored to date is the Internal Advisory Action Council. Bringing together top administrators and introducing the meeting with rules that focus on concrete, positive action (the *Rules of Engagement*) rather than abstract ideas and intentions proved to be highly effective and inspiring. Input has been very positive.

Year 3 Quarterly Report

4th Quarter: April – June 2006

Significant accomplishments

Evaluation:

- Pro-Change and ADVANCE engaged in contract review, with better understanding of products expected
- Pro-Change submitted new reports, a set of intervention guidelines, and a handbook (draft) on promoting change to be disseminated to department chairs
- External program evaluation planning underway – ADVANCE meeting with URI program evaluators
- Climate Survey Executive Summary produced and is being published

Recruitment

- ADVANCE met with Development Office to encourage fundraising to continue ADVANCE initiatives
- Best Practices in Faculty Recruitment Handbook developed and is being published
- Two ADVANCE fellows, Yana Reshetnyak in Physics and Yan Sun in Electrical & Computer Engineering, have successfully transitioned into tenure-track lines.

Faculty Development:

- 2 topical lunches hosted, with highest attendance (28) yet. Recent evaluation of how helpful lunches have been garnered a 3.7 out of 4.
- One writing workshop held
- 2 research workshops held, co-sponsored by the URI Research Office: *Collaborative Proposals* and *Utilizing Available Resources and Expertise at URI*
- Mentoring Program in College of the Environment & Life Sciences underway with first committee meeting

Work-Life:

- New Dual Career guidelines complete, approved by Affirmative Action, and on the next Council of Deans agenda in July. A meeting with the President will follow.
- Parental Leave brochure approved by administration; publication plans underway
- Task Force on Flexible Work Policies created which includes URI administrators – goal is to establish formal mechanisms for handling individual requests

Climate Change:

- Internal Advisory Action Council second meeting in early June (20 attendees, including 12 from ADVANCE and 8 of 13 Council members). Progress continued, addressing tasks identified in first meeting and continuing forward. Another highly productive meeting.
- The President's 2006-2009 Strategic Plan released in June includes an entire initiative on creating an inclusive environment at URI, including active recruiting for diversity, the promotion of family friendly policies, including a dual career hiring program, and other initiatives in line with ADVANCE objectives. The President has acknowledged the influence ADVANCE has had bringing these issues to the fore and in the decision to focus on these goals over the next 3 years.
- President's Commission on the Status of Women included a formal collaboration with ADVANCE in its 2006-2007 Strategic Plan
- Presentations:

- ADVANCE Annual PI meeting, Arlington, VA, in May attended by 3 Leadership Team members: Director Barb Silver, and Co-PIs Lisa Harlow and Joan Peckham. Each participated as discussants or facilitators.
- Leadership Team member presented at American Society for Engineering Education paper on progress in College of Engineering: *A Warmer Climate for Women in Engineering*
- Co-PI Lisa Harlow presented at URI conference on Broadening Participation in Computing: *Broadening Participation in Computing: Statement of the Problem and Relevant Research*
- ADVANCE now sits on Diversity Week Committee and will include 4 or more presentations related to women in science during Diversity Week 2006

Challenges

1. Mid-project climate survey assessment has been cancelled, due to extensive effort, cost in both dollars and good will, and challenges in collecting data. A pre-post evaluation will be done instead in Year 5.
2. Establishing an external program evaluation plan has developed slowly. The qualitative evaluator, Lisa Bowleg, has left the University, and we did not propose or budget monies for external program evaluation other than with Pro-Change. Specific program elements have been evaluated internally. We are currently developing an external evaluation plan with the Office of Human Services at URI.

Best Ideas

1. The President's 2006-2009 Strategic Plan that focuses on inclusivity is a very strong sign of sustainability of ADVANCE initiatives. Without mentioning ADVANCE, the President has embraced and promoted ownership of these important goals as vital for the future health of the University.
2. Strong participation by URI leadership is key. The ADVANCE PI, Lynn Pasquerella, will assume the post of Vice Provost for Academic Affairs on July 1, replacing Judith Swift who was serving as Interim, and who is also on the ADVANCE Leadership Team. Sustaining such a close relationship with the Provost's office is highly valuable to ADVANCE. As former Interim Vice Provost for Research, Graduate Studies, and Outreach, Dr. Pasquerella was also influential in offering a day of Research Week to ADVANCE and to encouraging the Research Council to collaborate on funding Incentive awards. In addition, she has encouraged a relationship between ADVANCE and the Graduate School in attracting more women and minority graduate students.