



**URI ADVANCE Year 5 Quarterly Report  
(2nd quarter: October-December 2007)**

**Significant accomplishments**

**General Highlights**

- ADVANCE highlight of NEASC visit
- Work-Life Breakfast Summit
- 2 Mentor Training Workshops
- ADVANCE Proposal to the President
- Dual Career Policy and Guidelines approved
- Lactation Room renovation underway
- Equity Coalition formed

**Recruitment**

- The revised Recruitment Handbook and Web Tutorial can be found online at: <http://www.uri.edu/advance/recruitment.html>. Unsolicited calls to the office to present at search committees increase. Two presentations were given during this quarter (Civil Engineering and Biomedical Engineering). A GSO presentation is scheduled for January.

**Evaluation**

- Climate survey returns have been nudged along through visits to a Council of Dean's meeting, college all-faculty meetings, reminders to chairs, etc. The survey can be found at: [http://www.surveymonkey.com/s.aspx?sm=GrhhOBPammsSc2MwuvGzLw\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=GrhhOBPammsSc2MwuvGzLw_3d_3d).
- Two presentations, one journal article accepted in JWMSE, one journal article to be submitted to *Gender, Work, and Organization* in January.

**Faculty Development:**

- A *Mentor Training Workshop* lunch was held on October 12 for senior faculty assigned mentees over the past 2 years. Small group work was followed by a panel presentation of 4 who spoke on different aspects of mentoring. The workshop was attended by 20 faculty, including 2 guests from Bridgewater State College, who were interested in learning from our program as they explore starting their own. This will be an annual fall event. A summary of the workshop can be found at: [http://www.uri.edu/advance/faculty\\_development/mentoring\\_workshops.html](http://www.uri.edu/advance/faculty_development/mentoring_workshops.html).
- A companion *Junior Faculty Mentoring Workshop* lunch was held on November 6 and attended by 23 (almost half) of new faculty hired in the past 2 years. This will also be an annual event.

- The ADVANCE Mentoring Committee continues to meet with colleges to build their mentoring programs, review their policies, and provide assistance and support materials. We will be providing each college a tailored brochure to distribute to their faculty during the spring. A sample will be provided for the next interim report. The remaining college visits are scheduled for the winter. The *Mentoring Handbook* can be found at: (<http://www.uri.edu/advance/files/doc/REVISED%20MENTORING%20HANDBOOK%20OKs.doc>). The *Mentoring Web Tutorial* is an abbreviated version of the Handbook and can be found at: [http://www.uri.edu/advance/MentorTutorial/mentoring\\_introduction.html](http://www.uri.edu/advance/MentorTutorial/mentoring_introduction.html).

### **Work-Life**

- A *Work-Life Administrators' Breakfast Summit* meeting was held October 18, to correspond to *Work & Family Month in the Workplace*, sponsored by the Alliance for Work-Life Progress. The President spoke in support of work-life initiatives and the work of ADVANCE. The meeting was very well attended by 40 administrators, some of the highest ranking at the University, and resulted in a heightened awareness by the URI community. One example of this is the updating of the URI Human Resources webpage to include a link to Work-Life Resources and to the ADVANCE Work-Life-Family website.
- The *URI Lactation Program*: site renovation has begun in the ADVANCE office and is planned for opening in January. A University Lactation policy has been completed, and is under review by the Work-Life Committee. A meeting is scheduled for January with the Rhode Island Health Department and Lactation Consultant.
- After months of attempts to schedule a meeting with URI legal counsel, the *Dual Career Policy* was approved in a December meeting, and, following minor revisions promised by January, will be advertised to the URI community. A brochure is also being developed.

### **Climate Change**

- URI underwent an accreditation review this year. ADVANCE met with the NEASC Accreditation Team and reviewed our program. The NEASC coordinator noted in her summary remarks that ADVANCE was one of the best and most important things happening at the University.
- A formal *ADVANCE Sustainability Proposal* was submitted to the President for the continuation of the ADVANCE Center, including a budget. This immediately followed the Diversity Workshop during which many issues were raised that ADVANCE can and has directly addressed over the past 4.5 years. In December, PI Lynn Pasquerella and Director Barb Silver met with the President, who supported the plan and agreed to work with us to locate funding to staff the office. Specific details have not yet been provided, nor a specific budget amount. We will secure this hopefully early in the spring semester.
- The *Equity Coalition* (Affirmative Action Committee, Harassment Committee, President's Commission on Status of Women, President's Commission on Status of People of Color, ADVANCE) expanded its ranks and held a meeting with at least 17 other diversity representatives on campus to form a general agenda for diversity efforts on campus. The President attended this meeting. A campus-wide "town hall meeting" is planned for January, the topic of which will be how to structure diversity efforts at URI. The functioning of the ADVANCE office will be an important component to consider during that meeting.

### **Challenges**

- We understand that URI is currently suffering significant budgetary difficulties, and securing specific commitments from the Administration about funding the ADVANCE office, though frustrating, is understandable. We are also working with the Development Office toward establishing fundraising plans, though this requires additional time. We appreciate the President's support and commitment to help find funds, and we are confident things will move forward. Determining where ADVANCE fits in the larger plan for structuring diversity efforts on campus that the Equity Coalition is pursuing, presents an important challenge to address.

### **Best Ideas**

- Expanding the *Equity Coalition* and beginning to coalesce equity efforts on campus, thanks in large part to the encouragement of ADVANCE.
- Gathering many high level administrators for the *Work-Life Administrators' Breakfast* put work-life issues on the front burner and set the stage for our month-long series of events in March 08.
- The *Mentor Training Panel* was an excellent blend of expertise and the breadth of their insights provided a very insightful and entertaining part of the program (their comments can be reviewed on the following page of our website: [http://www.uri.edu/advance/faculty\\_development/Panelists%20comments.html](http://www.uri.edu/advance/faculty_development/Panelists%20comments.html)).