

URI ADVANCE 2003-2004 Year One Highlights

RECRUITMENT

- 3 ADVANCE Faculty Fellows hired (2 in engineering and 1 in physics)
- Began 3 additional searches
- Offered supplemental funding to regular hires
- Began developing best search practices materials

POLICY

- Established campus collaborations, including the President's Commission on the Status of Women, to begin reviewing policies and practices
- With these groups, developed a new *family leave policy* for URI
- Formed Dual Career Partner Committee to develop guidelines to better assist *dual career couples*

FACULTY DEVELOPMENT

- Awarded \$40,000 in incentive funds to 8 faculty for individual and collaborative research
- Hosted monthly topical lunch series for women STEM faculty & grad students
- Sponsored faculty workshops in mentor training and negotiation

CLIMATE CHANGE

- Met with Deans & Chairs
- Developed and conducted 5 STEM department workshops
- Sponsored several social events

ASSESSMENT

- Conducted focus groups with women and men faculty
- Developed and distributed the *Academic Work Environment Survey* campus-wide
- In collaboration with Pro-Change, Inc., disseminated *readiness-for-change* assessment tool

2004-2005 Looking Ahead

- 2-3 Faculty Fellow hires planned
- Incentive Fund program 2005 underway
- Complete *Academic Work Environment Survey* data collection, analysis, and report development
- Complete initial department workshops and follow-up workshops
- Research & develop a set of guidelines and best practices, and establish regional network for assisting dual career couples at URI
- Develop a university-wide mentoring resource network
- Continue monthly topical lunch series, including hosting outside speakers
- Continue career workshop series
- Sponsor Virginia Valian, and one other outside expert on equity and/or climate issues
- Develop protocol for exit interviews for faculty that have left URI
- Develop Best Practices in Recruitment Packet to deliver to search committees
- Develop and implement AFL (ADVANCE Faculty Liaison) Training Program designed to recruit and train liaisons in STEM departments to serve as a resource for diversity issues and to facilitate communication with ADVANCE
- Increase collaborations with other URI ADVANCE institutions, URI women's organizations, such as the President's Commission on the Status of Women, and regional organizations and institutions
- Continue to facilitate social and professional networks for women in STEM at URI.