

Year 4 Quarterly Report

3rd Quarter: January – March 2007

Significant accomplishments

General Highlights

The Administration fully supported the Incentive Fund with an allocation from the URI Provost and the URI Council for Research. An institution-wide mentoring program is underway. ADVANCE is supporting individual college policies by offering training workshops and training materials. In addition, college deans are considering establishing some means of crediting mentoring activities. A permanent ADVANCE Resource Center space, including the University's first lactation site, has been allocated by the URI Space Committee. A general Dual Career Hiring Policy has been approved, although guidelines are still under consideration.

Evaluation

- ADVANCE is working with Ryan Carrillo in the URI Planning Office to begin a space analysis; he hopes to conduct this over the summer
- The Center for Human Services has completed the external program evaluation plan.
- The second Climate Survey is being edited. Deans will be sent the Executive Summary of the first survey with a notice that the second survey will be distributed early in the fall semester.
- The IDEA (Institutional Data Enhancing Academics) Committee has met several times (i.e., December 13, 2006; February 15, 2007; March 16, 2007) and has focused efforts on discussing what data to collect at the institutional level, who will collect it, how often it will be collected, and plans for an analysis of faculty salaries by gender, ethnicity, college, employment level, etc.
- We have received one acceptance and one "revise and resubmit" for papers submitted in January.
- Four conference presentation were given.

Recruitment

- ADVANCE met with Development Office and now have a list of foundations to approach for continued support for recruitment initiatives. Joan Peckham is taking a course release in the fall and will be pursuing foundation proposals.
- Advertising for donations through ADVANCE publications has been approved.
- Monthly breakfast gatherings with the ADVANCE Fellows continue.
- Mayrai Gindy, ADVANCE Fellow in Civil Engineering, has signed a new contract (effective July 1, 2007) for a tenure track position with the College of Engineering. She is the only fellow transitioning this academic year.
- A research-based Best Practices Recruitment handbook for search committees has been completed for dissemination to all departments conducting tenure-track faculty positions searches. A series of presentations geared towards search committees (either a one-shot format or a 3-part series of Before, During, and After a Search) that complement the Best Practices handbook are under

refinement. Two search committees have been given presentations.

- Four presentations – three national conferences and one on campus – have assessed the impact of ADVANCE recruitment efforts specifically on the numbers of underrepresented Women of Color in STEM. Efforts are underway to gather data from all ADVANCE institutions to evaluate the impact of recruitment activities specifically on numbers of underrepresented Women of Color in STEM. ADVANCE is represented on URI Psychology Department's Minority Faculty Recruitment & Retention Task-Force.

Faculty Development:

- In its 4th year and as a reflection of institutionalization of ADVANCE initiatives, the annual ADVANCE Incentive Fund was fully supported by an allocation from the URI Provost and the URI Council for Research. The Council for Research Grants Program issued a call for proposals for the 2007-2008 funding cycle. Funds earmarked for proposals that include ADVANCE goals were contained in the Career Enhancement and the Proposal Development Grant Programs.
- The following Topical Lunches were hosted: February 9, 2007: *Participating in and Leading Meetings*, facilitated by Prof. Eugene Knott, Dept. of Human Development and Family Studies; March 7, 2007: *Mentoring Up and Down the Line*, with discussion led by Faye Boudreaux-Bartels, Barb Silver, and Nancy Neff. Attendance at these events ranged from 20 to 25.
- The Faculty Development Committee has transitioned, by name, into the Mentoring Committee and welcomed a new member, Susan Roush, Associate Professor of Physical Therapy and Associate Dean, College of Human Science and Services. At the request of the university Provost, all colleges submitted written statements of policy concerning mentoring in their colleges. These statements were reviewed by our committee.
- The ADVANCE Program director met with the Council of Deans to review the plan to assist colleges in implementing excellent mentoring programs, including program assessment, developing mentor pools, assisting with matching, training, tracking assignments, etc. Support for this idea was unanimous.
- The Director met with the Assoc. Dean of the College of Environment and Life Sciences to discuss mentor assignments, mentor training, developing mentoring teams, and program follow-up. These discussions are planned with the other STEM colleges. A database of untenured faculty and their mentors has been updated. 21 ongoing faculty searches (campus-wide) are being monitored. ADVANCE will assist with mentor assignments, as needed. Mentor training is planned to take place during the summer. An event for mentees is planned for early in the fall 2007 semester. The Faculty Mentoring Handbook is being updated.

Work-Life

- Dual career assistance program: The committee met with President Carothers and Provost Swan in January 2007. They approved the proposed policy statement, which has been advertised to the University community. However, the President had reservations about language in the specific guidelines, and will be submitting the document to the State Ethics Commission for review. ADVANCE met with the AAUP, who determined that the document was acceptable as is.
- The University's first lactation site has been approved by the Space Committee. It will be located in the ADVANCE office and will be opening hopefully over the summer, pending minor renovations. Other sites have been identified, and should be opening within the year.
- Plans continue for a work-life conference to be held in March 2008.
- Use of the Work-life-family web site is being monitored; after an initial spike when the site was announced, it now receives 20-30 hits a day.
- Helen Mederer will be meeting with the AAUP Negotiating Team with a revised and improved parental leave policy to be negotiated hopefully during the fall 2007.
- Helen Mederer has given 3 talks on work-life balance at URI functions

Climate Change

- The proposal to permanently occupy and expand the ADVANCE Resource Center was approved by the URI Space Planning Committee. The Equity Coalition office (occupation date: late spring) and the Lactation Room (opening date: late summer) will be two new offices added to the current site. The other 2 offices, Faculty Recruitment and Retention Office and Work-Life Office will continue as extensions of current ADVANCE activities.
- With ADVANCE guidance, College of Engineering Diversity Commission is editing the COE Strategic Plan to incorporate diversity initiatives.
- The Internal Advisory Action Council met in January. Topics included the Dual Career Policy, a future Child Care center, and the ADVANCE Resource Center
- Barb Silver met with the program coordinator for the Brown University ADVANCE program. We will be in regular contact in the future.
- Judith Swift, a member of the ADVANCE Leadership Team, was nominated URI Association for Academic and Professional Women's 2007 Woman of the Year.

Challenges

- Continued stalling in the approval process for a dual career program is an ongoing challenge. ADVANCE will have a strategic planning meeting in late spring to plan the specifics functions of the ADVANCE Resource Center and its relationship to other offices, such as Human Resources and Affirmative Action, and securing institutional commitments for funding.
- The Chair's Discussion Forum has not happened, due to lack of focused energy. ADVANCE will focus on identifying a person or committee to push this idea forward, or determine that it is not feasible.

Best Ideas

- The approval of a lactation site in the ADVANCE office is a progressive step for URI and has broken the ground for the establishment of other sites on campus, now under consideration.
- The ADVANCE institutional mentoring program has been widely endorsed, and will provide needed momentum, structure, and oversight to college mentoring programs.
- The approval of permanent and expanded space for the ADVANCE Resource Center is a major accomplishment for our program.