

Year 4 Quarterly Report

4th Quarter: April – June 2007

Significant accomplishments

General Highlights

- In June, the ADVANCE Leadership Team held a Strategic Planning meeting to plan the future of the program post-award. The next year will be focused on development, grant acquisition, and securing staff positions. The ADVANCE Center will be composed of a Work-Life Office, a Faculty Development Office, a Lactation Room, a central gathering space, and an Equity Coalition Office.
- 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) met with President Carothers to discuss the creation of a "Director of Diversity," a high level administrative position that would oversee Affirmative Action, ADVANCE, and other diversity initiatives. The President agreed with the concept and to explore means of accomplishing this.

Evaluation

- The second Climate Survey has been completed and is being uploaded onto Survey Monkey for a fall distribution.
- The Executive Summary of the first survey was distributed to all URI faculty and administrators.
- One paper revised and resubmitted for publication to JWMSE.
- A short survey was distributed to chairs regarding their impressions of the impact of the department climate workshops that occurred in 2004 and 2005. Results were encouraging, with all chairs noting progress toward goals identified in those workshops.

Recruitment

- Monthly breakfast meetings continue
- An account has been established, the "M. Beverly Swan Fund for Women in Science," in honor of our Provost, who has been a strong supporter of our program, and who is leaving her post this year. A notice was sent to Women in Science listserve to notify them of this donation potential. In the fall, a formal campaign will be developed to attract donations to this fund.
- A 64-page ADVANCE Faculty Recruitment Handbook was published and delivered to all chairs, deans, and administrators. This handbook will be taken to each search committee that we visit.
- Several search committees have been visited by ADVANCE representatives to offer a workshop on best practices.
- A Faculty Recruitment Best Practices web tutorial is near completion and will be uploaded in July.

Faculty Development:

- The following Topical Lunches were hosted: April 11, *Meet our New Vice Provost for Research, Peter Alfonso*; May 11, *Caregiving and Career - Intersections*

- ADVANCE has developed a mentoring program to assist colleges in improving their own mentoring activities. The program includes data collection, program evaluation, training for both mentors and junior faculty, establishment of mentor pools, etc. We have so far met with 3 colleges (Environment and Life Sciences, Engineering, and one non-STEM college, Information Technology), and have plans to meet with others over the summer.
- A Mentor Training web tutorial has been drafted, for uploading by the end of summer

Work-Life

- Lactation site renovation has been planned and approved, and is scheduled to occur over the summer. A University policy has been drafted, and will be presented to the Provost over the summer.
- The State Ethics Commission has yet to address the language in the Dual Career Policy
- Work-life conference planning continues. A “Breakfast Summit Meeting” is now scheduled for October 18, to correspond to *Work & Family Month in the Workplace*, sponsored by the Alliance for Work-Life Progress. This will be followed by a “Work-Life” month in March, during which one day a week will feature a variety of events related to work-life balance.
- Helen Mederer has given 2 talks on Work-Life Balance outside URI.
- Carework conference presentation acceptance
- Helen Mederer has met with the AAUP Negotiating Team and has presented language that clarifies and improves the leave policy offerings.

Climate Change

- Peter Alfonso attended a Leadership Team meeting to discuss how he would promote women in science as the new Vice Provost for Research.
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Challenges

- Lack of progress toward the dual career policy approval remains frustrating and demoralizing.
- Fiscal difficulties at URI present challenges as we plan for the institutionalization of the ADVANCE Center. Focus will be on partnering aggressively with the Development Office in the fall to secure our own funding.

Best Ideas

- Planning our Work-Life events with the National Work-Life Family Month in October and Women’s History Month in March.
- Naming our development fund after our Provost, who is well-respected across the state
- Partnering with the Equity Coalition in requesting a high-level administrative position to oversee diversity initiatives on campus.