

Annual Report for Period:09/2006 - 08/2007**Submitted on:** 07/24/2007**Principal Investigator:** Pasquerella, Lynn C.**Award ID:** 0245039**Organization:** U of Rhode Island**Title:**

ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island

Project Participants**Senior Personnel****Name:** Trubatch, Janett**Worked for more than 160 Hours:** No**Contribution to Project:**

Dr. Trubatch left the University of Rhode Island for another position, effective July 1, 2005

Name: Wishner, Karen**Worked for more than 160 Hours:** Yes**Contribution to Project:****Name:** Oxley, Jimmie**Worked for more than 160 Hours:** No**Contribution to Project:**

Jimmie Oxley has withdrawn her involvement with ADVANCE

Name: Peckham, Joan**Worked for more than 160 Hours:** Yes**Contribution to Project:****Name:** Harlow, Lisa**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Member, Leadership Team - Chair, Evaluation Committee, Recruitment Committee

Name: Boudreaux-Bartels, Gloria**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Member, Leadership Team - Faculty Development Committee

Name: Knickle, Harry**Worked for more than 160 Hours:** No**Contribution to Project:**

resigned

Name: Roheim, Cathy**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Member, Leadership Team - Faculty Development Committee

Name: Webster, Kate**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Member, Leadership Team - Evaluation Committee

Name: Mederer, Helen**Worked for more than 160 Hours:** Yes

Contribution to Project:

Member, Leadership Team - Networks of Support Committee, Climate Committee

Name: Silver, Barbara

Worked for more than 160 Hours: Yes

Contribution to Project:

Program Director

Name: Bowleg, Ingrid

Worked for more than 160 Hours: No

Contribution to Project:

Dr. Bowleg resigned from the Evaluation Committee, effective July 1, 2005

Name: Swift, Judith

Worked for more than 160 Hours: Yes

Contribution to Project:

Member, Leadership Team

Name: Pasquerella, Lynn

Worked for more than 160 Hours: Yes

Contribution to Project:

Member, Leadership Team

Name: Beauvais, Laura

Worked for more than 160 Hours: Yes

Contribution to Project:

Member, Work-Family-Life and Climate Committees

Name: DiPippo, Lisa

Worked for more than 160 Hours: Yes

Contribution to Project:

Member, Faculty Development Committee

Name: Pasquerella, Lynn

Worked for more than 160 Hours: Yes

Contribution to Project:

Name: Harlow, Lisa

Worked for more than 160 Hours: Yes

Contribution to Project:

Name: Rivero-Hudec, Mercedes

Worked for more than 160 Hours: No

Contribution to Project:

Leadership Team member

Name: Fey-Yensan, Nancy

Worked for more than 160 Hours: No

Contribution to Project:

Leadership Team member

Name: Gold, Art

Worked for more than 160 Hours: No

Contribution to Project:

Climate Committee member

Name: LeBrun, Roger

Worked for more than 160 Hours: No

Contribution to Project:

Faculty Development Committee member

Post-doc

Graduate Student

Name: Hedrick, Molly

Worked for more than 160 Hours: No

Contribution to Project:

Graduate assistant has resigned to do her internship

Name: Pasquazzi, Erica

Worked for more than 160 Hours: No

Contribution to Project:

graduate student has resigned for full-time teaching position

Name: Woodard, Amy

Worked for more than 160 Hours: Yes

Contribution to Project:

assist with data collection and entry, assist Program Director

Name: Gostin, Laura

Worked for more than 160 Hours: Yes

Contribution to Project:

Laura Gostin began as a graduate student, offering office assistance, website development, and collecting work-life data from the University

Undergraduate Student

Technician, Programmer

Name: Neff, Nancy

Worked for more than 160 Hours: Yes

Contribution to Project:

fiscal and grant budget management

Other Participant

Research Experience for Undergraduates

Organizational Partners

Pro-Change Behavior Systems

Pro-Change is our subcontractor hired to help assess readiness to implement change on campus and to offer assistance in strategies for change implementation

Center For Human Services

Other Collaborators or Contacts

see activities file

Activities and Findings

Research and Education Activities:

see attached Year 4 annual report

Findings:

see attached Year 4 annual report

Training and Development:

see attached file

Outreach Activities:

see attached file

Journal Publications

Prochaska, J., Mauriello, L., Sherman, K., Harlow, L., Silver, B., & Trubatch, J., "Assessing Readiness for Advancing Women Scientists Using the Transtheoretical Model", Sex Roles, p. 869, vol. 54, (2006). Published, -

Silver, B., Prochaska, J., Mederer, H., Harlow, L., & Sherman, K., "Advancing women scientists: Exploring a theoretically grounded climate change workshop model", Journal of Women and Minorities in Science and Engineering, p. tbd, vol. tbd, (2007). Submitted, tbd

Books or Other One-time Publications

Silver, B., Boudreaux-Bartels, F., Mederer, H., Pasquerella, L., Peckham, J., Rivero-Hudec, M., Wishner, K., "A Warmer Climate for Women in Engineering at the University of Rhode Island", (2006). Conference Proceedings, Published
Bibliography: ASEE Annual 2006 Conference Proceedings Paper

Peckham, J., Stephenson, P., Mederer, H., Silver, B., Harlow, L., & Stuart, D., "Broadening participation in computing: Issues and challenges.", (2007). Conference Proceedings, Published
Bibliography: Proceedings of ITiCSE 2007, The 12th Annual Conference on Innovation and Technology in Computer Science Education

Web/Internet Site

Other Specific Products

Contributions

Contributions within Discipline:

to be included in final report

Contributions to Other Disciplines:

to be included in final report

Contributions to Human Resource Development:

to be reported in final report

Contributions to Resources for Research and Education:

to be reported in final report

Contributions Beyond Science and Engineering:

to be reported in final report

Special Requirements

Special reporting requirements: None

Change in Objectives or Scope: None

Unobligated funds: \$ 0.00

Animal, Human Subjects, Biohazards: None

Categories for which nothing is reported:

Any Web/Internet Site

Any Product

URI ADVANCE Project Year 4 Annual Report

Table of Contents

I.	PERSONNEL AND FINANCIAL REPORT	1
	A. Budget Explanations by Area and Major Function	1
	B. Estimated Unobligated Funds	4
	C. Proposed Budget for the Fifth Project Year.....	4
	D. Current Other Support Information for Key Personnel.....	5
II.	SUMMARY OF PROJECT ACTIVITIES, JULY 2006–JUNE 2007	10
	A. Program Participants	10
	Leadership Team	
	Committee Membership	
	Partners and Collaborators	
	B. Program Activities	13
	Publications & Products	20
III.	SUMMARY OF PROJECT FINDINGS, JULY 2006 – JUNE 2007	22
	A. Findings Summary	22
	B. Benchmark Report Year 4	23
	C. Program Evaluation Plan	24
IV.	APPENDICES	28
	A. Evaluation Proposal and Budget	A-1
	B. Executive Summary of First Climate Survey	B-1
	C. Recruitment Handbook	C-1
	D. Recruitment Web Tutorial	D-1
	E. URI Council for Research Request for Proposals 2007.....	E-1
	F. URI Council for Research 2007 Award Recipients.....	F-1
	G. Faculty Mentoring Materials	G-1
	H. Work-Life-Family Tri-fold Flyer.....	H-1
	I. ADVANCE Center Proposal	I-1
	J. ADVANCE Newsletter Vol. 2, Spring 2007.....	J-1

SECTION I PERSONNEL AND FINANCIAL REPORT

A. BUDGET EXPLANATIONS BY AREA

URI ADVANCE LEADERSHIP TEAM (alphabetical order)

Faye Boudreaux-Bartels, Professor & Chair, Electrical Engineering
Nancy Fey-Yensan, Associate Professor, Nutrition and Food Sciences.
Lisa Harlow, Professor, Psychology (Co-PI)
Helen Mederer, Professor & Chair, Sociology
Lynn Pasquerella, Vice Provost for Academic Affairs (Lead PI)
Joan Peckham, Professor, Computer Science & Statistics (Co-PI)
Mercedes Rivero-Hudec, Associate Dean, Chemical Engineering.
Barbara Silver, Assistant Research Professor & ADVANCE Program Director
Judith Swift, Professor, Theater & Communication Studies
Karen Wishner - Professor, Oceanography (Co-PI)

SENIOR PERSONNEL: Lynn Pasquerella, Provost and Vice President for Academic Affairs, continued to act as lead PI for the URI ADVANCE Program. Dr. Pasquerella chaired the recruitment Committee and sat on the Climate Committee.

The Co-Principal Investigators, Lisa Harlow, Joan Peckham, and Karen Wishner, continued to direct and facilitate program activities as members of the Leadership Team and, as well, related to their subcommittees. Dr. Harlow is chair of the Evaluation Committee; Dr. Peckham is chair of the Faculty Development Committee. Dr. Wishner is a member of the Faculty Development Committee. Dr.s Harlow and Peckham were compensated one month of summer salary. 5% of their academic year salaries constituted part of the Year 4 In-Kind match (Dr. Wishner is a calendar year employee and is not eligible for summer salary; she was not compensated by the grant).

In Years 1 and 2, Program Director Barbara Silver was a 0.75 FTE employee. In Year 3, Dr. Silver reduced her work time to 0.57 FTE. In Year 4, Dr. Silver resumed 0.75 FTE status. 100% of her effort was devoted to ADVANCE Program management including oversight of staff and students, development of project initiatives, implementation of program activities, and production and dissemination of information.

OTHERS: Other Leadership Team members Faye Boudreaux-Bartels, Nancy Fey-Yensan, Helen Mederer, Mercedes Rivero-Hudec, and Judith Swift participated in program activities and committee work. Dr.s Boudreaux-Bartels and Mederer were compensated one month of summer salary. Funds to cover this expense were rebudgeted from fringe benefits. The Year 4 In-Kind match included 5% of academic year salaries of Dr.s Boudreaux-Bartels, Mederer, and Swift.

Additional project component committee members included Laura Beauvais, Professor, College of Business Administration; Roberta Koppel, Director, Career Services; Andrea Rusnock, Associate Professor of History; Jessica Sherwood, Executive Officer of Sociologists for Women in Society; Lisa DiPippo, Associate Professor of Computer Science and Statistics; and Arthur Gold, Professor of Natural

Resource Science. Roger LeBrun, Professor of Plant Sciences, resigned from the Faculty Development Committee due to time constraints. Susan Roush, Associate Dean, College of Human Science and Services, and Professor, Physical Therapy Program joined the Faculty Development Committee.

Nancy Neff, program assistant and budget manager, continued as 0.71 FTE employee; 100% of her effort is directed toward the project.

GRADUATE STUDENTS: Laura Gostin, graduate student in Communications Studies; Ashima Singh, graduate student in Psychology; and Karen Stamm, graduate student in Psychology worked for the program in Year 4. Ms. Gostin developed the Work-Life-Family website. Ms. Stamm and Ms. Singh assisted with benchmark data, indicator data, program evaluation, and faculty recruitment best practices. These students participated in committee work as well. Ms. Stamm functioned as a Graduate Research Assistant. Ms. Gostin and Ms. Singh were paid hourly in Year 4.

UNDERGRADUATE STUDENTS: Jill Pastina, undergraduate Biology major, is employed by the program. She assists with website work and other activities related to project. She is paid hourly.

OTHERS: Dr. Yana Reshetnyak, Physics; and Dr. Yan Sun, Electrical and Computer Engineering transitioned to tenure-line positions in their respective departments (state supported), effective 7/1/06, after two years as ADVANCE Assistant Professors (Faculty Fellows). Dr. Mayrai Gindy, Civil Engineering, continued as an ADVANCE Assistant Professor/Faculty Fellow in Year 4. This constituted a third year of 100% grant support for her. Dr. Gindy transitions to a tenure-line position effective 7/1/07. In Year 4, Dr. Bethany Jenkins, joint appointment in Cell and Molecular Biology and Oceanography, continued in her second year as an ADVANCE Assistant Professor/Faculty Fellow. 89% of her salary was paid by the grant. Katherine Kelly, Rebecca Robinson, and Tatiana Rynearson continued as ADVANCE Assistant Professors/Faculty Fellows at the Graduate School of Oceanography. The grant supported these positions with 92% of one FTE. This level of support will be continued in Year 5 of the grant. Dr. Kathleen Donohue, who was appointed as an ADVANCE Associate Professor by the Dean of the Graduate School of Oceanography on 7/1/06, was supported by the university in Year 4.

Salaries and wages paid from the grant, to date, in Year 4 total \$397,581. Total salaries and wages paid over the life of the grant is \$1,284,091. The distribution of costs within these salary charges is presented below.

% of Salary Charges	Personnel Category
56	ADVANCE Faculty Fellows
24	ADVANCE PIs, Director, staff
9	Summer compensation for leadership team
9	Students
2	Workshop facilitators

In-Kind (effort and fringe) cost share for Year 4 totaled \$34,884. The cash portion of the Year 4 cost share totaled \$24,525.

FRINGE BENEFITS: Fringe benefits for Year 4 (to date) total \$101,686. Rates vary by individual from 7.65% to 38%. The Year 5 budget includes \$90,941 for fringe benefits.

TRAVEL: Domestic travel expenses by the Program Director, Lead PI, and Co-PIs in Year 4 totaled \$4,453. Trips were made to conferences to present ADVANCE data as well as to NSF for the annual ADVANCE meeting. \$6000 is budgeted for Year 5 travel.

MATERIAL AND SUPPLIES: Funds totaling \$6,479 were used for program operation and consumable supplies. \$4,897 is budgeted for next year.

PUBLICATION/DOCUMENTATION: Publication costs were covered by Materials and Supplies. \$4,250 is budgeted for next year.

CONSULTANT SERVICES: \$20,000 budgeted for Consultant was rebudgeted to meet Start-Up and salary costs in Year 4. \$20,000 is budgeted for Consultant Services in Year 5.

SUBAWARDS: In Year 1 of the project, URI ADVANCE contracted with ProChange in the amount of \$50,567 to be paid over the duration of the grant. An initial payment of \$25,284 was made in Year 2. In Year 4, a third and final payment was made in the amount of \$12,074. The contract was terminated after assessment by the Site Visit Team in July 2006. Remaining funds, \$12,074, will be used to pay salaries in Year 5.

GENERAL OPERATING EXPENSES: \$300 was used for purchases in the category of general operating for program purposes.

INCENTIVE FUND: Of the \$20,000 awarded in Incentive Funds in Year 3 (2006-2007) of the program, \$18,000 has been expensed. Year 4 Incentive Fund Awards totaled \$49,480. These awards were made by the university through the Council for Research. No grant dollars were used. The \$30K that was budgeted in the grant for Year 4 was rebudgeted to meet salary costs.

START-UP COSTS: \$213,000 was committed in Start-Up costs in Years 1-4 as part of the compensation packages to the 5 Faculty Fellows positions. Only \$85,132 was originally budgeted in the proposal. To date, \$146,100 has been spent. Costs have been, and will continue to be, met by rebudgeting from Incentive Funds, Consulting Services, and Operating funds.

SOCIAL NETWORKING: \$4,575 was spent on the Topical Lunch series and other gatherings in Year 4. These funds were expensed from the cash portion of the cost share account.

TOTAL OTHER DIRECT COSTS: to date, Years 1-4, \$356,605

TOTAL DIRECT COSTS: total, Years 1-4, \$1,923,164

INDIRECT COSTS: Indirect costs are calculated at 44% of allowable direct costs. To date, \$746,273 has been incurred in indirect costs.

B. ESTIMATED UNOBLIGATED FUNDS

It is anticipated that there will be no unobligated funds remaining at the end of the year. As documented in the Year 3 annual report, the program committed more in salary and start-up to the ADVANCE faculty positions than was originally budgeted. These salary and start-up costs have been met by rebudgeting from other program areas. Deficits in a given line item have been covered by rebudgets from another line item. Rebudgeting in the 5th and final year of the project will permit obligations to be met.

C. PROPOSED BUDGET FOR THE 5TH PROJECT YEAR

	Original Proposal NSF	Rebudget	URI In-Kind	Cash
Direct Costs			(Match)	
Pasquerella	\$0	Pasquerella	\$0	
Peckham	\$22,759	Peckham	\$11,379	\$5,051
Wishner	\$10,318	Wishner	\$0	\$0
Harlow	\$9,639	Harlow	\$9,639	\$4,550
Silver	\$48,992	Silver	\$56,538	\$0
		Neff	\$36,409	
Swift			\$4,458	
Mederer		Mederer 1 mo.	\$4,419	
Boudreaux-Bartels		Boudreaux- Bartels 1 mo.	\$23,362	\$6,069
Graduate Students	\$33,622			\$7,465
Undergraduate Students	\$3,055	Students All	\$65,300	
Faculty Fellows	\$149,916	Faculty Fellows	\$128,548	
Other -workshop facil.	\$18,000	Rebudget	-\$18,000	
Fringe Benefits	\$90,941	Fringe Benefits	\$90,941	\$9,327
Domestic Travel	\$6,000	Domestic Travel	\$6,000	
Materials and Supplies	\$4,897	Materials and Supplies	\$3,635	
Publication costs	\$4,250	Publication costs	\$4,250	
Consultant	\$20,000	Rebudget	-\$20,000	
Subaward	\$10,000	Rebudget	-\$10,000	
Operating, Incentive Fund, Start-Up	\$31,500	Operating, Start-Up	\$72,368	\$23,500
		Evaluation CHS	\$13,520	
TOTAL DIRECT COSTS	\$473,889	\$473,889	\$33,874	\$30,965
INDIRECT COSTS	\$199,711	\$199,711	\$14,904	\$13,625
TOTAL DIRECT AND INDIRECT	\$673,600	\$673,600	\$46,368	\$44,590

D. CURRENT OTHER SUPPORT INFORMATION FOR KEY PERSONNEL

Faye Boudreaux-Bartels

(Current)

Principal Investigator: Lynn Pasquerella
Title: ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3.5 million
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 0.75 calendar months

Principal Investigator:
Title: Collaborative Research: CCLI-EMD; Development of On-line Laboratories for Networks
Sponsor: NSF
Amount of Award: \$29,451
Duration of Award: 01/05 – 12/07
Time Devoted to Project: 0.25 calendar months

Lisa Harlow

(Pending)

Principal Investigator: Lisa Harlow (co-PI)
Title: BPC-A: A Multi-Threaded and Interdisciplinary Approach to Increasing the Numbers in the Rhode Island Region
Sponsor: NSF
Amount of Award: \$2,000,000
Duration of Award: 01/01/08 – 12/31/10
Time Devoted to Project: 1 academic month

Principal Investigator: Lisa Harlow
Title: Quantitative Training for Underrepresented Groups
Sponsor: NSF
Amount of Award: \$362,750
Duration of Award: 11/1/07 – 9/31/10
Time Devoted to Project: 1 summer month

(Current)

Principal Investigator: Lynn Pasquerella (Lisa Harlow, co-PI)
Title: ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3.5 million
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 1 summer month

Helen Mederer

(Pending)

Principal Investigator: Helen Mederer (co-PI)
Title: BPC-A: A Multi-Threaded and Interdisciplinary Approach to Increasing the Numbers in the Rhode Island Region
Sponsor: NSF
Amount of Award: \$2,000,000

Duration of Award: 01/01/08 – 12/31/10
Time Devoted to Project: 1 academic month

(Current)

Principal Investigator: Lynn Pasquerella
Title: ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3.5 million
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 0.75 calendar months

Lynn Pasquerella

(Current)

Principal Investigator: Lynn Pasquerella
Title: ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3.5 million
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project:

Principal Investigator: Lynn Pasquerella
Title: Northeast Alliance for Graduate Studies and the Professoriate
Sponsor: NSF
Amount of Award: \$750,000
Duration of Award: 2/05 – 2/28/09
Time Devoted to Project: 2%

Joan Peckham

(Pending)

Principal Investigator: Joan Peckham (co-PI)
Title: BPC-A: A Multi-Threaded and Interdisciplinary Approach to Increasing the Numbers in the Rhode Island Region
Sponsor: NSF
Amount of Award: \$2,000,000
Duration of Award: 01/01/08 – 12/31/10
Time Devoted to Project: 1 academic month

(Current)

Principal Investigator: Lynn Pasquerella (Joan Peckham, co-PI)
Title: ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3,500,000
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 1 summer month & 0.45 calendar month

Principal Investigator: Joan Peckham
Title: REU Site: Interdisciplinary Graphics Research in Rhode Island
Sponsor: NSF

Amount of Award: \$320,000
Duration of Award: 6/1/07 – 5/31/10
Time Devoted to Project: 1 academic month

Principal Investigator: Joan Peckham, co-PI
Title: Behavioral Model of Pedestrian Dynamics Under
Emergency Evacuation and Non-Emergency Scenarios
using Cellular Automata

Sponsor: NSF
Amount of Award: \$500,000
Duration of Award: 9/15/03 – 8/31/07
Time Devoted to Project: 0.5 academic & 0.5 summer months

Principal Investigator: Joan Peckham, co-PI
Title: INBRE Bioinformatics Core
Sponsor: NIH
Amount of Award: \$100,000
Duration of Award: 9/1/04 – 8/31/07
Time Devoted to Project: 0.5 academic & 0.5 summer months

Mercedes Rivero-Hudec

Principal Investigator: Manbir Sodhi (Mercedes Rivero-Hudec, Co-OPJoan
Peckham, co-PI)
Title: INBRE Bioinformatics Core
Sponsor: NIH
Amount of Award: \$100,000
Duration of Award: 9/1/04 – 8/31/07
Time Devoted to Project: 0.5 academic & 0.5 summer months

Barbara Silver
(Pending)

Principal Investigator: Barbara Silver (co-PI)
Title: BPC-A: A Multi-Threaded and Interdisciplinary Approach
to Increasing the Numbers in the Rhode Island Region
Sponsor: NSF
Amount of Award: \$2,000,000
Duration of Award: 01/01/08 – 12/31/10
Time Devoted to Project: 1 academic month

(Current)

Principal Investigator: Lynn Pasquerella
Title: ADVANCE Institutional Transformation Award: A Change
in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3.5 million
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 9 calendar months (74% FTE)

Judith Swift
(Current)

Principal Investigator: (Judith Swift, co-PI)

Title:	Achieving Institutional and Individual Cost Savings while Improving Educational Delivery in the Health and Life Sciences. WEB-Based Academic Roadmaps
Sponsor:	FIPSE
Amount of Award:	\$600,000
Duration of Award:	10/06 – 9/09
Time Devoted to Project:	
Principal Investigator:	(Judith Swift, co-PI)
Title:	Creation of a Minor Course of Study in Sustainability
Sponsor:	CSREES Higher Education Programs
Amount of Award:	\$95,000
Duration of Award:	
Time Devoted to Project:	
Principal Investigator:	(Judith Swift, co-PI)
Title:	Improving Student Learning and Institutional Impact through Assessment
Sponsor:	Davis Educational Foundation
Amount of Award:	\$300,000
Duration of Award:	5/04 – 6/07
Time Devoted to Project:	.5 calendar months
Principal Investigator:	(Judith Swift, co-PI)
Title:	IGERT; Assessing Change In Coastal Ecosystems: Integrating Natural and Social Sciences
Sponsor:	NSF
Amount of Award:	\$599,757
Duration of Award:	6/15/05 – 5/31/06
Time Devoted to Project:	1 calendar month
Principal Investigator:	Judith Swift
Title:	A Cabaret on Adaptive Management of Coastal Estuaries
Sponsor:	URI Foundation Competitive Grant
Amount of Award:	\$3,030
Duration of Award:	11/30/05 – 8/31/06
Time Devoted to Project:	.48 summer months
Principal Investigator:	(Judith Swift, co-PI)
Title:	Pathways to Careers in Science: Academic Roadmaps
Sponsor:	NSF
Amount of Award:	\$100,286
Duration of Award:	2/15/05 – 1/31/07
Time Devoted to Project:	.36 calendar months
Principal Investigator:	
Title:	ADVANCE Institutional Transformation Award: A Change in the Culture at the University of Rhode Island
Sponsor:	NSF
Amount of Award:	\$3,500,000
Duration of Award:	9/1/03 – 8/31/08
Time Devoted to Project:	0.45 calendar month

Karen Wishner

(Current)

Principal Investigator: Lynn Pasquerella (Karen Wishner, co-PI)
Title: ADVANCE Institutional Transformation Award: A Change
in the Culture at the University of Rhode Island
Sponsor: NSF
Amount of Award: \$3,500,000
Duration of Award: 9/1/03 – 8/31/08
Time Devoted to Project: 1 calendar month

Principal Investigator: Karen Wishner
Title: Zooplankton in the Redoxcline of the Cariaco Basin:
Impact on Biogeochemical Cycling
Sponsor: NSF
Amount of Award: \$560,794
Duration of Award: 8/1/06 – 7/31/09
Time Devoted to Project: 1+ month

Nancy Fey-Yensan

(Current)

Principal Investigator: Nancy Fey-Yensan
Title: Food Stamp Nutrition Education Project
Sponsor: RI Dept of Human Services and USDA
Amount of Award: \$1,145,088.00
Duration of Award: 10/1/06 – 9/30/07
Time Devoted to Project: 10% academic year and 1 summer month

SECTION II

SUMMARY OF PROJECT ACTIVITIES, JULY 2006 – JUNE 2007

A. PROGRAM PARTICIPANTS

LEADERSHIP TEAM

Principal Investigator

Lynn Pasquerella served as Interim Vice Provost for Graduate Studies, Research and Outreach until July 2006 when she assumed the position of Vice Provost for Academic Affairs. As well as providing project oversight, she is the coordinator of the Recruitment Committee. She represents the ADVANCE project to the larger University community and is instrumental in ensuring close collaboration with the Provost's Office and the Research Office.

Co-Principal Investigators

Lisa Harlow, Professor of Quantitative Psychology, coordinates the Evaluation Committee, which has focused on the climate survey and benchmark collection.

Joan Peckham, Professor of Computer Science and Statistics, coordinates the Faculty Development Committee, which manages the Incentive Fund, the Topical Lunches, career workshops, and the Mentor Training Program. She also represents ADVANCE on the Research Council, and is involved with several other projects that enable ADVANCE involvement, such as the broadening participation in computing initiative and outreach to local schools.

Karen Wishner, Professor of Oceanography, is a member of the Faculty Development Committee. She oversees the Topical Lunch series and participates in workshop development and mentor training. She is the primary ADVANCE representative on the Narragansett Bay campus.

Senior Personnel

Faye Boudreaux-Bartels, Professor and Chair, Electrical & Computer Engineering, is a member of the Faculty Development Committee and the Climate Committee. She participates in workshop development. She is the coordinator of the mentor training program, and has facilitated both mentoring workshops. She represents ADVANCE on the President's Commission on the Status of Women (PCOSW). As a member of the College of Engineering (COE) Diversity Committee, she has helped increase the liaison between that committee and ADVANCE.

Nancy Fey-Yensan, Associate Professor, Nutrition & Food Science, is a member of the Faculty Development Committee, and assisted in the development of the mentor policy in the College of Environment and Life Science.

Helen Mederer, Professor and Chair, Sociology & Anthropology, coordinates the Work-Life Committee and is a member of the Climate Committee and the Evaluation Committee. She co-authored the Parental Leave Policy and the draft Dual Career Guidelines, and represents work-life balance issues to the wider university community, including facilitating several topical lunches on the subject. She represents ADVANCE on the President's Commission on the Status of Women (PCOSW).

Mercedes Rivero-Hudec, Associate Professor, Chemical Engineering is a member of the Recruitment Committee. As the coordinator of the COE Diversity Committee, she has helped increase the liaison between that committee and ADVANCE.

Barbara Silver, Assistant Research Professor of Psychology, is the ADVANCE Program Director. She coordinates and oversees all program initiatives, is the coordinator of the Climate Committee, and is a member of all other ADVANCE committees. She oversees the project web site development, develops reports, gives presentations, develops collaborations, offers consultation on ADVANCE-related topics, and represents ADVANCE to the University and outside communities. She represents ADVANCE on the COE Diversity Committee, the PCOSW, and the Multicultural Center's Diversity Week Committee.

Judith Swift, Professor of Communication Studies and Theater, is a member of the Climate Committee and the Recruitment Committee. She has been instrumental in representing ADVANCE to the Provost's Office and the Development Office. She participated significantly in ADVANCE Day of Research Week last October and is developing a theater component to add to our climate change workshops.

Staff

Nancy Neff, Research Associate, is the ADVANCE Program Coordinator. In collaboration with the Program Director, she helps manage all aspects of the program, and oversees the project budget. She is a member of the Faculty Development and Recruitment Committee, and is the primary consultant for the administrative needs of the faculty fellows.

COMMITTEE MEMBERSHIP

The ADVANCE program is organized under 5 committees, which include Leadership Team members, and usually outside participants and students. Table 1 below describes the 2006-2007 committee structure.

Table 1. ADVANCE Committee Membership 2006-2007

	Leadership Team	Other Faculty & Staff	Students
Evaluation	Lisa Harlow, coordinator Helen Mederer Barb Silver	Deborah Mathews, Center for Human Services Liliana Gonzalez, Associate Professor Computer Science & Statistics	Ashima Singh, Psychology PhD candidate Karen Stamm, Psychology PhD candidate
Recruitment	Lynn Pasquerella, coordinator Nancy Neff Mercedes Rivero-Hudec Barb Silver Judith Swift		Ashima Singh, Psychology PhD candidate
Faculty Development	Joan Peckham, coordinator Faye Boudreaux-Bartels Nancy Neff Barb Silver Karen Wishner	Lisa DiPippo, Associate Professor, Computer Science & Statistics Susan Roush, Professor, Physical Therapy	
Work-Life-Family	Helen Mederer, coordinator Barb Silver	Carolyn Sovet, Director, Women's Center Bobbi Koppel, Director, Career Services Jessica Sherwood, Women in Sociology Andrea Rusnock, Associate Professor, History Laura Beauvais, Professor, Business Administration	Laura Gostin, MA Candidate, Communication Studies
Climate Change	Barb Silver, coordinator Faye Boudreaux-Bartels Helen Mederer Lynn Pasquerella Judith Swift	Laura Beauvais, Professor, Business Administration Art Gold, Professor, Natural Resource Economics	Jillian Pastina, undergraduate Biology major

PARTNERS AND COLLABORATORS

Center for Human Science and Services. ADVANCE has contracted the Center for Human Services to develop and implement an external program evaluation plan. *John Boulmetis*, Director, and *Deborah Mathews*, Project Director, will conduct the evaluation.

Internal Advisory Action Council (IAAC). The IACC is comprised of University leaders who are working to promote and sustain the efforts of ADVANCE. It includes:

Peter Alfonso, Vice President for Research and Economic Development
Peter August, Director, Coastal Institute
Winifred Brownell, Dean, College of Arts and Sciences

Shaw Chen, Associate Dean, College of Business Administration
David Farmer, Dean, Graduate School of Oceanography
Clifford Katz, Assistant Provost
Bahram Nassersharif, Professor Mechanical Engineering
Candace Oviatt, Professor of Oceanography
Jeff Seemann, Dean, College of the Environment and Life Sciences
Carolyn Sovet, Director, Women's Center
M. Beverly Swan, Provost and Vice President for Academic Affairs
Melvin Wade, Director, Multicultural Center
Bob Weygand, Vice President of Administration
Chip Young, Communication Liaison Coastal Resources Center

Dr. Peter Alfonso is a new member of the University community (March 2007). He is the newly appointed Vice President for Research and Economic Development, formerly the Vice Provost for Research, Outreach, and Graduate Studies, the position held by the URI ADVANCE lead PI, Janett Trubatch, from 2003-2005. He was asked to join the IAAC in May 2007.

President's Commission on the Status of Women (PCOSW) is actively collaborating with ADVANCE in many areas, especially work-life-family initiatives. Its co-chairs are *Grace Frenzel*, University Psychologist, and *Karen Stein*, Professor of English and Director of the Women's Studies Program.

Pro-Change Behavior Systems, Inc. was subcontracted by ADVANCE to provide assessment and intervention guidance informed by the Transtheoretical Model for Change. Based on a recommendation by the NSF Site Visit Team (July 2006), the contract was terminated in Fall 2006.

URI Research Office has collaborated with ADVANCE in sponsoring research workshops and in absorbing Incentive Fund activities into their own award program.

B. PROGRAM ACTIVITIES

Evaluation

During Year 4, the Evaluation Committee worked on developing a plan for external evaluation, producing an Executive Summary of the first climate survey, developing the second climate survey, and continued gathering of benchmark data. The Committee was joined by new member, Liliana Gonzalez, Associate Professor of Computer Science and Statistics.

ADVANCE contracted with the URI Center for Human Services for external program evaluation. A full plan, and budget, to extend over the remaining two years of the grant was developed (section III-C and Appendix A). Deborah Mathews, program evaluator, joined the Evaluation Committee and has also attended meetings of our advisory council and our annual strategic planning meeting. The contract with Pro-Change, Inc. was terminated based on recommendations of the NSF Third Year Site Visit Team.

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. An Executive Summary of the first climate survey was distributed to all URI faculty and administrators (Appendix B). The second Climate Survey has been completed and was uploaded onto Survey Monkey for a fall 2007 distribution.

In order to improve and institutionalize the mechanisms by which benchmark data are collected, ADVANCE established a university-wide committee, IDEA (Institutional Data Enhancing Academics). The Committee consists of representatives from Institutional Research, the Provost's Office, Human Resources, the Equity Coalition, Affirmative Action, the Graduate School, and ADVANCE. Efforts in Year 4 have been focused on: 1) identifying the data-needs of all IDEA members, 2) assessing the feasibility of centrally aggregating all data-needs identified in #1, 3) identifying the potential ADVANCE and non-ADVANCE utilities of undertaking such a task, 4) launching a university-wide (including STEM & non-STEM departments) salary equity study, and 5) transferring benchmarking activities to Institutional Research for post-NSF-funding perpetuity.

ADVANCE has contacted Ryan Carrillo in the URI Planning Office to carry out a space analysis; he hopes to conduct this over the summer 2007.

One paper, *Advancing Women Scientists: Exploring a Theoretically Grounded Climate Change Workshop Model*, was revised and resubmitted for publication to Journal of Women and Minorities in Science and Engineering.

Recruitment

The hiring goal for the URI ADVANCE Program was fulfilled in Year 3. Nine ADVANCE Research Fellows/Assistant Professors joined the faculty in the following STEM departments: Plant Sciences, Physics, Cell and Molecular Biology, Oceanography, Electrical and Computing Engineering, and Civil and Environmental Engineering. Additionally, one hire in Psychology was offered a start-up supplement from ADVANCE. The influence of the ADVANCE program on the recent hiring of female faculty is presented in Table 2.

Table 2. Female Tenure-Line Hires in STEM at URI 2000 – 2008 (*as of July 2007)

Year	# Total Hires	# Female Hires	% Female Hires	3-Year Average %	# ADVANCE Hires	# ADVANCE Influenced Hires	% ADVANCE Related Hires of Total
00-01	19	7	37%	26%	--	--	--
01-02	7	1	14%		--	--	--
02-03	8	2	25%		--	--	--
03-04	3	1	33%	54%	--	--	--
04-05	11	6	55%		3	1	36%
05-06	8	6	75%		5	1	75%
06-07	11	5	46%		1	5	55%
07-08*	2	1	50%				
Total	69	29			9	7	

As of July 1, 2007, 3 of the 9 ADVANCE Fellows/Assistant Professors have successfully transitioned to tenure track positions within their respective departments (Physics: Yana Reshetnyak; Electrical and Computer Engineering: Yan Sun; Civil and Environmental Engineering: Mayrai Gindy).

In the past year, the focus of the effort of the Recruitment Committee has been directed toward retention and sustainability. Goals include developing a comprehensive Best Practices Workshop to deliver to departments embarking on a new search and pursuing alternative sources of funding to supplement female STEM hires.

The Faculty Recruitment Handbook (64 p.) was revised and published (Appendix C). Copies were distributed to all chairs, deans, and administrators. The deans of the College of Engineering and the College of the Environment & Life Sciences agreed that a Best Practices presentation, through the ADVANCE office, would take place in all search committees. Over the past year, presentations have been made to search committees in the Research Office (Vice Provost for Research, Outreach, and Graduate Studies), Pharmacy, Oceanography, and Department of Electrical, Computer and Biomedical Engineering (Professor of Biomedical Engineering). A Faculty Recruitment Best Practices web tutorial is complete and will be uploaded in July (Appendix D).

ADVANCE has met with Robert Beagle, Vice President, Division of University Advancement (Alumni Giving) to develop strategies for developing donors to the cause of hiring and supporting female STEM faculty. In addition, an account has been established to which tax-deductible contributions can be made to ADVANCE. The fund has been named 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 at the end of the year. A notice was sent to Women in Science listserv to notify them of this donation potential. In the fall, a formal campaign will be developed to attract donations to this fund.

Over the past year, the recruitment Committee has hosted monthly breakfast meetings with the ADVANCE Fellows to allow us to assist with transition issues and administrative problems. These have been well-attended and generally productive.

Faculty Development and Support

Incentive Fund. 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. In December 2006, the Council for Research Grants Program issued a call for proposals for the 2007-2008 funding cycle (Appendix E). Funds were earmarked for Career Enhancement and Proposal Development proposals that included ADVANCE goals. 7 awards totaling \$49,480 were made to ADVANCE fellows/professors and others whose proposals satisfied the ADVANCE goal of supporting underrepresented faculty research. The following projects were funded. Abstracts can be found in Appendix F.

1. Katherine Petersson, Fisheries, Aquaculture, and Veterinary Science, *Measurement of Intracellular Cytokines and Phenotypic T-Cell Markers in Sheep*, \$7500
2. Kristine Bovy, Sociology and Anthropology, *The Tse-whit-zen Zooarchaeology Project*, \$4650
3. Bethany Jenkins, Cell and Molecular Biology, *Molecular Basis of Changes in Nitrogen Transformations in Narragansett Bay*, \$7500
4. Yana Reshetnyak, Physics, *Novel Delivery System for Cancer Gene Therapy*, \$9000

5. Rebecca Robinson, Oceanography, *Reconstructing the Composition of Deep Ocean Nitrate During the Last Ice Age*, \$6665
6. Tatiana Rynearson, Oceanography, *The Role of Plankton-Rich Layers in Regulating Diatom Diversity*, \$6665
7. Carol Thornber, Biological Science, *Interactions Between Bloom-Forming Macroalgae and Herbivores*, \$7500

The Topical Lunch Series enjoyed a third successful year with attendance ranging between 20-30. ADVANCE continued to invite both men and women to speak on familiar topics. A listing of speakers and topics follows:

- **September 2006: *Doing Multidisciplinary Research: Locating and Selecting Good Collaborators for Complex Projects*** with Kate Moran, Professor of Oceanography and Seth Macinko, Assistant Professor of Marine Affairs.
- **October 2006: *Josie and the Technicolor Labcoat: The Experiences of STEM Faculty from Under-represented Groups***, group discussion.
- **November 2006, *Research Productivity and Impact: A Discussion with Dr. Stephanie Pfirman***. Dr. Pfirman is Professor and chair of the Environmental Science Dept., Barnard College. Dr. Pfirman was a guest speaker at URI through the "Advancing Oceanography Seminar Series," jointly sponsored by the Graduate School of Oceanography, the URI Graduate School, the RI Sea Grant Program, and the URI ADVANCE Program.
- **December 2006, *Hold on - I Didn't Know Gender was a Verb!*** with Barb Silver, ADVANCE Program Director, and Bernice Lott, Professor Emeritus, Psychology. The discussion centered on how we don't just "have" a gender, but we all "do" gender as well. Of particular interest is how women in STEM unconsciously participate in this behavior and how they can more actively promote public respect for each other.
- **February 2007, *Participating in and Leading Meetings***, facilitated by Prof. Eugene Knott, Dept. of Human Development and Family Studies.
- **March 2007, *Mentoring Up and Down the Line***, with discussion led by Faye Boudreaux-Bartels, Barb Silver, and Nancy Neff. This luncheon was a joint event with the Women in Science lunch series.
- **April 2007, *Lunch with Peter Alfonso, Vice Provost for Research***. Peter Alfonso, Ph.D., is the newly appointed Vice Provost for Research [retitled Vice President for Research and Economic Development] at the University of Rhode Island and Professor of Communicative Disorders in the College of Human Science and Services. Researchers gathered to learn of his plans to facilitate acquiring and managing grants at URI.
- **May 2007, Open Discussion: talk, review, network, updates.** Group discussion.

Career Workshops. ADVANCE hosted two events during URI Research Week, October 16- 20, 2006: Interdisciplinary Research Networking Breakfast, attended by 20 junior and senior faculty; and a Post-Award Grant Workshop, attended by 10 researchers and grant managers.

Development of a Mentoring Policy. The Faculty Development Committee 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.

With assistance from ADVANCE, the Dean and Associate Dean of the College of Environment and Life Sciences developed a mentor policy to promote high quality and consistent mentoring of assistant professors and assistant research professors in the areas of teaching, research, and survival skills at the University of Rhode Island. ADVANCE developed an overarching mentoring program statement: *All URI colleges shall implement a mentoring policy that provides for effective mentoring for new faculty. These policies shall include the provision of one or more mentors to each new faculty member, some form of mentor training, and regular "checking in" to ensure that the needs of junior faculty are being met.* The University Provost subsequently endorsed our program in writing and requested written statements of mentoring procedures from all college Deans, in order to facilitate this mentoring program. 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. Mentoring materials can be found in Appendix G. Individual meetings with college deans to assess their level of need of support from ADVANCE are underway. A database of untenured faculty and their mentors has been updated. Faculty searches (campus-wide) for the 2007-2008 academic year were monitored for mentor assignments. A mentor training workshop is planned to take place in early September 2007. An event for new faculty/mentees is planned for the fall 2007 semester as well. The Faculty Mentoring Handbook is being updated. A Mentoring tutorial that will be available through the ADVANCE website is under development.

Work-Life-Family

During Year 4, this committee focused on producing and seeking approval of dual career guidelines, refining the Work-Life-Family website, planning a day-long conference for 2008, and establishing the University's first lactation site. The Work-Life committee has expanded to include Affirmative Action. The following individuals joined the committee: Bob Gillis, Director of Affirmative Action Office; Dorothy Donnelley, Professor of English, and Mercedes Hudec-Rivero, Professor of Chemical Engineering. Working closely with the President's Commission of the Status of Women, ADVANCE work-life goals have been incorporated into the PCOSW's Strategic Plan.

Dual Career Guidelines. In 2005, a dual career policy was endorsed by the President's Commission on the Status of Women, Human Resources, Affirmative Action, and the AAUP Faculty Union. However, concerns on the part of university administration continued to include reverse discrimination, legal issues, and the perception that the policy offered a placement guarantee. Revisions were made and over the past year (2006-2007), URI President Carothers and Provost Swan approved a policy statement regarding the dual career assistance program. President Carothers' reservations about this program were addressed by consulting with Bob Gillis, the Director of Affirmative Action, about how such a program would best work in concert with other affirmative action hiring practices. Language was added to the proposal that clarified the point that this program was not a guarantee of employment, and clarified the conditions under which a "search waiver" would be considered. The revised proposal was a clearer, stronger, and more acceptable document for URI. The policy statement reads: *The University of Rhode Island*

acknowledges the importance of supporting dual career partners in attracting and retaining a quality workforce, and in its long-range economic benefit to the University, and is committed to offering placement advice and assistance whenever feasible and appropriate." The President has submitted this statement to the State Ethics Commission for review. ADVANCE met with the AAUP, who indicated that the statement was acceptable. The State Ethics Commission has yet to address the language in the statement.

Work-Life-Family Website. In December 2006, the URI Work-Life-Family website was activated (www.uri.edu/wlfc). The site is evolving and continues to be refined to update the wealth of information available to URI employees and others. A tri-fold flyer was produced to make this new site well-known to the campus (Appendix H). The flyer was distributed through campus mail to all students, staff, and faculty. The site receives 20-30 hits a day. The website was conceived as a virtual work-life center, and a first step toward the creation of an actual center at some point in the future. The website functions as a portal to URI, community, and national resources for issues related to Work, Family, Education, Community, Health and Wellbeing, and Housing and Relocation. The Work-life Committee will be exploring grant opportunities to fund a Work-Life Center at URI, which will hopefully be located in the suite of offices in the ADVANCE Office.

Parental Leave. Helen Mederer has met with the AAUP Negotiating Team with a revised and improved parental leave policy to be negotiated hopefully during the fall 2007.

Work-Life-Family Conference. The committee is planning to host a one-day work-life conference to be held in March 2008. A "Breakfast Summit Meeting" is scheduled for October 18, 2007 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 2008, during which one day a week will feature a variety of events related to work-life balance.

University Lactation Center. In planning the configuration and function of the future ADVANCE Office subsequent to the end of the grant, the ADVANCE director proposed to establish the University's first lactation site (proposal is included as part of ADVANCE Center Proposal in Appendix I). Plans, which include renovations to a small (8' X 10') office within the ADVANCE suite, have been approved by the URI Space Committee. The university will allocate funds for the renovations. The work is pending. A University policy has been drafted, and will be presented to the Provost when renovations near completion. Efforts are underway to establish this facility as a Professional Breastfeeding Resource Center through application to the LaLeche League. In addition, upon completion, an application will be submitted to the Rhode Island Department of Health to qualify for their annual Breastfeeding Friendly Workplace Award.

Task Force on Flexible Work Policies. In May 2006 an ad hoc task force convened to explore how to expand and formalize existing mechanisms to offer flexible work options to employees, faculty and staff alike. Members included 3 administrators from the ADVANCE Leadership Team (Judith Swift, Lynn Pasquerella, and Helen Mederer) and a representative from the PCOSW (Carolyn Sovet). This task force will likely be given support and increase its activities as the President's Strategic Plan is activated.

Helen Mederer has given 3 talks on Work-Life Balance at URI functions and 2 talks outside URI. Also, she was named to the AAUP Negotiating Team to ensure that work-life issues are part of the new AAUP faculty contract for 2007 – 2010.

Climate Change

Campus Collaborations. In Year 4, several meetings took place with the many equity offices on campus to develop a plan for securing a permanent space that would fold ADVANCE initiatives into a permanent collaborative diversity initiative. As a result, the URI Equity Coalition was formed, consisting of 5 organizations: President's Commission on the Status of Women, President's Commission on the Status of People of Color, Harassment Committee, Affirmative Action Committee, and ADVANCE. The purpose of the Coalition is to synthesize and streamline diversity initiatives across campus. It is planned that these groups will have office space in the ADVANCE Center. The Equity Coalition met with President Carothers in June 2007 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 agreed to explore means of accomplishing this.

A proposal to create a permanent ADVANCE Center (post-award) was approved by the President (Appendix I). The space will include: a Faculty Development Office, a Work-Life Office, the Equity Coalition Office, the University's first lactation center, and a conference room. A mission statement was developed and approved by President Carothers: *The mission of the ADVANCE Center is to synthesize, streamline, and sustain campus initiatives that promote diversity, inclusion, climate change, and overall employee well-being, to the ultimate betterment of the University.* Efforts in Year 5 will be focused on development, grant acquisition, and securing staff positions. The President has approved one course-release per semester for a faculty member to work on ADVANCE initiatives.

With ADVANCE guidance, the College of Engineering Diversity Commission revised its mission statement and identified specific recruitment and retention goals, including a plan to oversee the implementation of the college's Recruitment and Retention Plan that was submitted to Affirmative Action last year. As well, COE Diversity Commission is editing its Strategic Plan to incorporate diversity initiatives.

Internal Advisory Action Council (IAAC). The Internal Advisory Action Council met in January 2007. Topics included the Dual Career Policy, a future Child Care center, development of the ADVANCE Resource Center, and developing donors to facilitate sustainability of the ADVANCE initiatives.

URI Research Week. Three events featuring ADVANCE took place during URI Research Week, October 16- 20, 2006: an Interdisciplinary Research Networking Breakfast, a Post-Award Grant Workshop, and a presentation of research by ADVANCE Fellows Bethany Jenkins, Tatiana Rynearson, Kathleen Donohue, Rebecca Robinson, and Yan Sun. A new-faculty reception followed the fellows' talks.

Diversity Week. ADVANCE had a significant presence during URI's well-attended Diversity Week 2006: *Women in Science, Technology, Engineering and Mathematics: Where Are They?* Barb Silver, Joan Peckham, Karen Stamm; *Gender, Work, and Family Life*, Helen Mederer; *How Colorful are the Sciences?* Padma Venkatramen, Barb Silver, Ashima Singh; *Multicultural Science Quiz*. Padma Venkatramen;

"Minorities in Higher Education: Opportunities and Barriers for Success in Math and Science." Catalina Martinez, Darryl Keith.

ADVANCE Newsletter. As a means of increasing awareness of ADVANCE initiatives and educating the STEM community about issues surrounding women in STEM, we produced another annual newsletter. Our second newsletter was issued in March 2007 and distributed to all STEM faculty. It is included as Appendix J.

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.

Peter Alfonso, recently appointed attended a Leadership Team meeting in May 2007 to discuss how he would promote women in science as the new Vice President for Research and Economic Development.

In June 2007, the ADVANCE Leadership Team held a Strategic Planning meeting to plan the future of the program post-award. The primary focus was on pursuing development opportunities.

D. PUBLICATIONS AND PRODUCTS

Papers

Peckham, J., Stephenson, P., Mederer, H., Silver, B., Harlow, L., & Stuart, D. *Broadening participation in computing: Issues and challenges.* Proceedings of ITICSE 2007, The 12th Annual Conference on Innovation and Technology in Computer Science Education, ACM, SIGCSE, June 2007, Dundee, Scotland, to appear.

Papers Re-submitted

Silver, B., Prochaska, J., Mederer, H., Harlow, L., & Sherman, K. *Advancing women scientists: Exploring the theoretical integration of gender as structure and the transtheoretical models through appreciative inquiry.* Submitted to Journal of Women and Minorities in Science and Engineering, June 2007.

Presentations

Grace Hopper Celebration of Women in Computing. *ADVANCING Women in Computer Science: Making Waves.* San Diego, CA, October 4-7, 2006. Joan, Peckham, panel participant.

Singh, A., Silver, B., & Quina, K. (February 2007). [*Incorporating race into gender equity initiatives.*](#) Presented at the Winter Roundtable, Columbia University, New York

Silver, B., Gostin, L., & Mederer, H. (March 2007). *Work-life balance: The ADVANCE program addresses a critical need.* Presented at the Association for Women in Psychology 2007 Annual Conference, San Francisco, CA.

Singh, A., Quina, K., & Silver, B. (March 2007). *Achieving equity for women with intersecting identities: Beyond "women in science."* Presented at the Association for Women in Psychology 2007 Annual Conference, San Francisco, CA.

Silver, B., Johnston-Robledo, I. (March 2007). [*Film and discussion of "little man."*](#) Presented at the Association for Women in Psychology 2007 Annual Conference, San Francisco, CA.

Boudreaux-Bartels, F., Silver, B., Harlow, L., Peckham, J., Rivero, M., Wishner, K. (April 22, 2007). [*A Model for Hiring and Retaining Top Female Engineering Faculty.*](#) Presented at the American Society for Engineering Education 2007 New England Regional Conference, Kingston, RI.

Gostin, L. & Som, M. (April 2007). *Debunking myths: Exploring current trends in the recruitment and retention of faculty from underrepresented groups.* Presented at the Eastern Communication Association Annual Conference, Providence, RI.

Singh, A. (April 2007). *Recruiting a diverse faculty: Some psychological considerations.* Presented at the Eastern Communication Association Annual Conference, Providence, RI.

Mederer, H. (May 2007). [*Dual Career Policy.*](#) Presented at the Auburn University ADVANCE Workshop: Cost Benefit Analysis of Best Practices for Improving Participation of Women Faculty, Auburn, AL.

Other Products

- The Virtual Work-Life-Family Center website expansion
- Revised and expanded Faculty Recruitment Handbook
- Recruitment Best Practices web tutorial
- ADVANCE annual newsletter
- Climate Survey Executive Summary.

2005 Incentive Award Products

Final reports for 4 of the 2005 awards were reported in Year 3. Following are reports that were outstanding last year. Final reports for 2006 are not due until August 2007.

Yana Reshetnyak, ADVANCE Assistant Research Professor, Physics

Type of Project: Equipment

Title of Project: *Design and Construction of the Spectrograph Imager for Protein Folding Studies*

Amount of funding: \$6,600

The PI used the funds to assist with the purchase of a camera, spectrograph, and associated supplies in order to construct a spectrograph imager to carry out spectral kinetics studies. The system enabled the PI to collect data on protein folding.

Mirang Yoon, Assistant Professor, Physics

Type of Project: Travel

Title of Project: *Quantification of the effect of strain on the stability of nanoscale facets*

Amount of funding: \$4,600

SECTION III SUMMARY OF PROJECT FINDINGS, JULY 2006 – JUNE 2007

A. FINDINGS SUMMARY

Recruitment

- Best Practices in Recruitment handbook completed and distributed
- Best Practices presentation made to several search committees
- Recruitment Best Practices web tutorial completed
- 46% (N=5) of all STEM hires in 2006-2007 were women; 55% were ADVANCE-influenced hires
- 1 additional fellow transitioned to tenure line (total to date: 3 of 9)

Faculty Development

- topical lunch series continues to draw 20-25 attendees per lunch
- Incentive Fund has been absorbed by the Council for Research; 7 awards totaling \$49,480
- University Mentoring Policy adopted
- Mentoring policies for each college developed
- ADVANCE Mentoring Program underway; 3 out of 4 STEM colleges visited
- 2 professional development workshops

Work-Life

- dual career assistance policy approved
- Development of Work-Life-Family website
- Work-life conference planned for 2008
- First Lactation site approved

Evaluation

- Second climate survey completed and uploaded
- Climate Survey Executive Summary
- Evaluation plan completed by Center for Human Services
- Institutionalization of committee to collect benchmark data
- 9 Conference Presentations; 1 paper published

Climate Change

- "M. Beverly Swan Fund for Women in Science" created
- Strategic Plan for ADVANCE post-award outlined
- One Internal Advisory Council meeting
- Permanent space for ADVANCE was secured
- Participation in URI's Research Week
- Formation of the URI Equity Coalition
- "Director of Diversity" position tentatively approved by President
- course release approved for 1 faculty member per semester to work on ADVANCE initiatives

B. Benchmark Report Year 4

University of Rhode Island

NSF ADVANCE Institutional Transformation Benchmarks 2006-2007

The benchmark report will be included in the next quarterly report. We are still awaiting data from Assistant Provost's office.

C. PROGRAM EVALUATION REPORT

In Year 4, ADVANCE began working with John Boulmetis and Deborah Mathews of the Center for Human Services to develop an external evaluation plan. The plan focuses on addressing five objectives/sets of questions:

1. To develop a comprehensive understanding of the status of women STEM faculty:
 - Has the program defined the status of women STEM faculty?
 - Has the program promoted an understanding of the status of women STEM faculty?
2. To increase the number of ranked women STEM faculty:
 - Does the program influence the number, promotion, and the level of productivity of women STEM faculty?
3. To advance the careers of all women faculty, especially STEM faculty:
 - Have women STEM faculty's programs of research benefited from the supervision offered by this program?
4. To improve the available networks of support for all women faculty, especially STEM faculty:
 - Have networks of support for women faculty been improved?
5. To plan and implement organizational change in collaboration with university leaders:
 - Has the culture of recruitment, support, promotion and collaboration for women faculty changed since inception of the program?

Key data sources in the external evaluation plan include the climate surveys, benchmark data, and project records. The climate survey was administered during the 2004-2005 academic year and will be redistributed in the fall semester of 2007. The benchmarks are collected annually. More attention has been paid to management of project records. For example, a visit counter was installed in order to track the number of visits to the work-life-family website. ADVANCE developed and administered a short evaluation form for workshops and topical lunches.

The external evaluation plan involves on data collection by project staff and analyzed by the evaluators. Where available, a pre and post design will be used, particularly in regard to benchmark data. Where unavailable, a post design only will be used, particularly in regard to data on activities initiated by ADVANCE. The final evaluation report will include a narrative description of climate change.

NSF-ADVANCE Institutional Transformation at the University of Rhode Island - Evaluation Design

Objectives	Evaluation Questions	Activities	Data Source	Data Collection	Responsibility	Data Analysis
1. To develop a comprehensive understanding of the status of women STEM faculty	<p>Has the program defined the status of women STEM Faculty?</p> <p>Has the program promoted and understanding of the status of women STEM Faculty?</p>	<p>Website</p> <p>Campus wide events</p> <p>Focus groups</p> <p>Climate Survey</p> <p>Publications</p> <p>Grant Proposals</p>	<p>Project Records</p> <p>Faculty Survey</p> <p>Focus Group paper</p> <p>Project Records</p> <p>Project Records</p> <p>Project Records</p>	<p>Post</p> <p>Ongoing</p> <p>Post</p> <p>Post</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Project Staff Collect</p> <p>Evaluator Analyze</p>	<p>Narrative Analysis</p> <p>Descriptive Stats</p>
2. To increase the number of ranked women STEM faculty	Does the STEM Program influence the number, promotion and the level of productivity of Women STEM faculty?	<p>Faculty Fellows Program, offering 1-3 year fellowships to women faculty, transitioning to tenure-line appointment</p> <p>Benchmark data tracked</p> <p>Best practices in hiring</p>	<p>Project Records of promotion & tenure</p> <p>Project Records of Recruitment</p> <p>Project Records of publications</p> <p>Project Records of proposals submitted</p>	<p>Pre, Post</p> <p>Pre, Post</p> <p>Pre, Post</p> <p>Pre, Post</p>	<p>Project Staff Collect</p> <p>Project Staff Collect</p> <p>Project Staff Collect</p> <p>Project Staff Collect</p> <p>Evaluator Analyze</p>	<p>Descriptive Stats</p> <p>Descriptive Stats</p> <p>Descriptive Stats</p> <p>Descriptive Stats</p>

3. To advance the careers of all women faculty, especially STEM faculty	Have women STEM faculty's programs of research benefited from the supervision offered in this program?	Incentive Fund Program, offering awards that promote the research careers of women STEM faculty	Project Records of faculty research activities	Post	Project Staff Collect	Descriptive Stats
		Career workshops	Participating Faculty Evaluation	Post	Project Staff Collect Evaluator Analyze	Descriptive Stats
		Monthly Topical Lunch Series Mentor Training Program	Faculty Survey	Post	Project Staff Collect Evaluator Analyze	Descriptive Stats

Objectives	Evaluation Questions	Activities	Data Source	Data Collection	Responsibility	Data Analysis
4. To improve the available networks of support for all women faculty, especially STEM faculty	Have support networks for women faculty been improved?	Policy review and revision Dual Career Initiative Work-Life Center Website Work-Life Faculty Interview Project Social & professional networking opportunities	Project Records of network and support activities	Pre, Post	Project Staff Collect Evaluator Analyze	Descriptive Stats
5. To plan and implement organizational climate change in collaboration with university leaders	Has the culture of recruitment, support, promotion and collaboration for women faculty changed since inception of the program?	Department Climate Workshops Chairs Leadership National Discussion Series Campus-wide annual events Internal Advisory Action Council Campus collaborations/institutionalization	Appreciative Inquiry based Evaluation Instrument	Post	Evaluator design, collect and analyze	Narrative Analysis

APPENDICES

- A. Evaluation Proposal and Budget - *attached below*
- B. Executive Summary of First Climate Survey - *web link provided*
- C. Recruitment Handbook - *web link provided*
- D. Recruitment Web Tutorial - *web link provided*
- E. URI Council for Research Request for Proposals 2007 - *attached below*
- F. URI Council for Research 2007 Award Recipients - *web link provided*
- G. Faculty Mentoring Materials - *attached below*
- H. Work-Life-Family Tri-fold Flyer - *web link provided*
- I. ADVANCE Center Proposal - *attached below*
- J. ADVANCE Newsletter vol. 2 Spring 2007 - *web link provided*

APPENDIX A. EVALUATION PROPOSAL AND BUDGET



Memorandum

DATE: February 7, 2007

TO: Barbara Silver, Program Director

FROM: Deborah Mathews

RE: ADVANCE URI Program Evaluation Sub-Contract

I am pleased to submit the following evaluation design for the ADVANCE URI National Science Foundation Grant Program. In general, the Center for Human Services will complete the following tasks:

- Participate in the design of project record keeping to assure that data are collected in a manner that will provide information usable in the evaluation design.
- Structure and oversee data collection of project participants to collect information on the change in participants.
- Review project records to determine impact of project activities on information and materials development.
- Identify and design evaluation instruments as needed.
- Conduct staff interviews and observations to determine perceptions on project operations and potential improvements.
- Complete evaluation reports.

Budget
October 1, 2006 – September 30, 2007

Personnel:	
External Evaluator	\$15,000.00
Student	2,000.00
Supplies:	500.00
Duplication:	500.00
Travel:	500.00
TOTAL	\$18,500.00

October 1, 2007 – September 30, 2008

Personnel:	
External Evaluator	\$15,000.00
Student	2,000.00
Supplies:	500.00
Duplication:	500.00
Travel:	500.00
TOTAL	\$18,500.00

APPENDIX B. EXECUTIVE SUMMARY OF FIRST CLIMATE SURVEY

Due to large file size, PDF file can be found at

http://autocrat.uri.edu/fileadmin/advance_client/2004_surveyexecsum3.pdf

APPENDIX C. RECRUITMENT HANDBOOK

Due to large file size, PDF file can be found at

http://autocrat.uri.edu/fileadmin/advance_client/Recruit_Handbook-download_version.pdf

APPENDIX D. RECRUITMENT WEB TUTORIAL

Web link to tutorial will be available August 1, 2007 at:

<http://autocrat.uri.edu/index.php?id=2130>

APPENDIX E. URI COUNCIL FOR RESEARCH REQUEST FOR PROPOSALS 2007

PDF file can be found at

http://autocrat.uri.edu/fileadmin/advance_client/careerguide.pdf

and

http://autocrat.uri.edu/fileadmin/advance_client/propguide.pdf

APPENDIX F. URI COUNCIL FOR RESEARCH 2007 AWARD RECIPIENTS

Web page can be found at:

<http://autocrat.uri.edu/index.php?id=2348>



URI FACULTY MENTORING PROGRAM PROPOSAL

WHY MENTORING?

Clear evidence has long existed that career mentoring is a key component to junior faculty's success and overall faculty retention rates. Although mentoring is important for all faculty, mentoring for women and minority faculty, especially those in underrepresented areas, is particularly critical in increasing connectedness to professional and social resources, reducing feelings of isolation, and achieving equity goals. Indeed, a proactive, formally implemented mentoring program can play an important role in achieving the goals of the Inclusiveness Initiative of the 2006-2009 URI Strategic Plan, and sends a positive message to prospective employees. An effective mentoring program should include at least the following:

- A working definition of mentoring that is specific and institutionally endorsed
- Some form of training of both mentors and junior faculty
- Ensuring that mentoring relationships remain satisfactory to both parties
- Endorsement of mentoring as a valuable service contribution to the University
- Measuring the institutional impact of an effective mentoring program

Through focus group input, 2 mentor training workshops, and extensive contact with junior faculty, particularly women in science and engineering, evidence points to much variability in the effectiveness of faculty mentoring at URI. Attempts to provide sufficient or appropriate mentor matches are uneven and the understanding of what constitutes "good mentoring" is highly variable. In addition, junior faculty members are often unaware of what they can expect in a mentoring relationship or are hesitant to ask for different mentors, and often "slip through the cracks." ADVANCE can identify many examples of faculty whose careers may have been hindered because of lack of good guidance.

ADVANCE is committed to the success and retention of junior faculty at URI, and requests that URI embrace a formal mentoring initiative for faculty as part of its 2006-2009 Strategic Plan. We are prepared to help significantly with this. We would like to offer the following policy statement for your consideration, as well as several steps ADVANCE can take in championing this initiative.

UNIVERSITY MENTORING PROGRAM POLICY

All URI colleges shall implement a mentoring policy that provides for effective mentoring for their new faculty. This mentoring shall consist of career-advancing guidance, as well as social and psychological support for the new faculty member. College policies shall include the provision of one or more mentor(s) to each new faculty member, some form of mentor training, and regular "checking in" to ensure that the needs of junior faculty are being met.

ROLE OF THE ADVANCE OFFICE – FACULTY MENTOR PROGRAM ASSISTANCE

Both mentors and junior faculty should be provided some level of training, as should a pool of faculty members willing to serve as future mentors, and effective mentoring should be formally recognized. ADVANCE can facilitate the efforts of the Provost's office and individual departments by helping colleges develop their programs, soliciting and training new mentors, informally touching base to ensure that mentoring relationships are satisfactory, functioning as a resource for both junior faculty and mentors if challenges arise, and maintaining a mentor data base. ADVANCE can function in a facilitative role and promote better understanding and sustained attention to the critical importance of good mentoring.

The ADVANCE Center will:

1. Maintain a master list of faculty mentor assignments across all colleges
2. Solicit and maintain a list of faculty interested in serving as mentors
3. Provide annual mentor training sessions for both mentors and junior faculty
4. Provide written mentoring materials and web tutorial
5. Contact all mentors and junior faculty annually to ensure relationships are mutually satisfactory and the various needs of junior faculty are being met
6. Assist/coach junior faculty and/or mentors with any issues or challenges
7. Advise colleges on how to increase the effectiveness of their mentoring programs
8. Publicly acknowledge excellent mentoring through some sort of public acknowledgment, award, or such (TBD)

Thank you for your consideration. We believe a solid mentoring program for faculty can provide a model for other mentoring initiatives, including mentoring for staff, students, and mid-career faculty. We would like to begin meeting with colleges this spring.



URI FACULTY MENTORING PROGRAM ASSISTANCE

UNIVERSITY OF RHODE ISLAND FACULTY MENTORING PROGRAM POLICY

All URI colleges shall implement a mentoring policy that provides for effective mentoring for their new faculty. This mentoring shall consist of career-advancing guidance, as well as social and psychological support for the new faculty member. College policies shall include the provision of one or more mentor(s) to each new faculty member, some form of mentor training, and regular "checking in" to ensure that the needs of junior faculty are being met.

Effective, conscientious mentoring is nationally recognized as a crucial factor in the success of any new faculty member, and particularly for those who are underrepresented in any discipline. It is a powerful tool in both the recruitment and retention of faculty.

ADVANCE will:

1. Facilitate the implementation and assessment of a proactive, individualized mentoring program for new faculty in any college that would like assistance, including refinement of existing policies & practices
2. Offer list of best practices culled from URI policies and other institutions nationwide
3. Maintain database of mentor assignments across the university
4. Help with matching and reassignments - develop list of potential mentors and mentoring expert groups for incoming faculty and those who desire re-assignments
5. Provide annual mentor training sessions
6. Provide mentoring materials and web tutorial
7. Check in with junior faculty – individual or small group gatherings for informal discussion and to ensure needs are being met
8. Offer outside neutral assistance to junior faculty or mentors with any mentoring issues or challenges
9. Provide annual public acknowledgment of excellence in mentoring
10. In collaboration with colleges and the Provost's office, develop and conduct outcomes assessment at multiple levels (individual, department, college)

What We'd Like From You:

- Designated responsible person or committee in your college
- Provide updated spreadsheet of mentor matches - identify probable mentors for upcoming '07 hires
- Names of potential individual and team mentors
- Co-sponsor mentoring events, training sessions, etc.
- Suggestions for how to assess mentoring program efficacy
- Commitment to formally reward/recognize mentoring efforts



University of Rhode Island Faculty Mentoring Teams

Introduction

Faculty mentoring is recognized at URI as a critical factor in junior faculty members' career success. The Provost has recently requested information from colleges regarding their mentoring programs, and has endorsed a policy statement for the University:

All URI colleges shall implement a mentoring policy that provides for effective mentoring for their new faculty. This mentoring shall consist of career-advancing guidance, as well as social and psychological support for the new faculty member. College policies shall include the provision of one or more mentor(s) to each new faculty member, some form of mentor training, and regular "checking in" to ensure that the needs of junior faculty are being met.

A solid mentoring program is good as a recruitment tool, and excellent as a retention tool. Junior faculty who are well-mentored become productive faster, experience increased job satisfaction, and have lower attrition rates. These factors contribute to enhanced department morale and a positive public image of the department and college. As such, it is a very important service contribution to the University, and one that should be gratefully and formally acknowledged by the Administration and by individual colleges. ADVANCE is encouraging more emphasis and recognition of excellent faculty mentoring at URI, and is collaborating with colleges in implementing or maintaining great mentoring programs.

Mentor Teams

In addition to individual 1-1 mentoring, group mentoring is an efficient means for mentoring a junior faculty member seeking assistance in a specific area. ADVANCE is in the process of forming expert mentor teams. These groups will be topical in nature and will consist of 3-5 mentors who have expertise or interest in that particular area. A junior faculty member, for example, who has a question or concern about teaching would be able to contact someone from the list of teaching mentors for assistance. ADVANCE will be hosting a Mentor Team gathering during which teams can share ideas about their topic and how to best function as a mentoring group. A directory will be developed for junior faculty that has names, contact information, and very brief bios of mentor team members. The commitment of time will likely not be significant. Mentor groups will include at least the following (your ideas are welcome):

- ◆ Teaching
- ◆ Grant Management
- ◆ Grant Proposal Writing
- ◆ Work-Life Balance
- ◆ Tenure and Promotion
- ◆ Conflict Management

Please consider sharing your area of expertise with your junior faculty colleagues. If you are interested in serving as a Mentor Team member, please contact the ADVANCE office at 874-9422 or advance1@etal.uri.edu

10 STEPS TO A GREAT FACULTY MENTORING PROGRAM

- 1. Visible, overt, regular communication from leadership that good mentoring is a department priority**
- 2. Formal program management**
- 3. Thoughtful mentor matching at hire, and prior to arrival on campus**
- 4. Multiple mentors, one outside department, until T&P decision**
- 5. Provision for training of mentors**
- 6. Provision for training of junior faculty (mentees)**
- 7. Opportunities for junior faculty to network/meet as a group**
- 8. Opportunities to check on success of mentoring relationships for every junior faculty, and re-assign/augment, etc., as needed**
- 9. Evaluation of program as a whole on a regular basis**
- 10. Provision of formal recognition, acknowledgment, awards, etc., for mentoring**

APPENDIX H. WORK-LIFE-FAMILY TRI-FOLD FLYER

A PDF file can be found at

<http://autocrat.uri.edu/index.php?id=2093>

APPENDIX I. ADVANCE CENTER PROPOSAL

REQUEST FOR ALLOCATION OF SPACE Part One

Requestor:

Contact Person:

Barbara Silver, PhD
Program Director, NSF ADVANCE Program
001 Carlotti Hall, 75 Lower College Rd.
874-5289
874-5780 (fax)
silver@uri.edu

BACKUP DOCUMENTATION

The NSF ADVANCE Institutionalization Transformation Project at URI is a 5-year, \$3.5 million grant to increase the numbers and promote the careers of women in science, technology, engineering, and mathematics (STEM). Now midway through its 4th year, the project has focused on recruitment of women STEM faculty, faculty development initiatives, work-life balance initiatives, work climate initiatives, data collection, promoting social and professional networking opportunities, and other initiatives aimed at increasing the awareness about diversity issues on campus. The reach of its efforts, such as the passage of the Paid Parental Leave policy, and close collaboration with the initiatives of the President's Commission on the Status of Women (PCOSW), extends to the entire campus community.

The President has approved the identification of a permanent ADVANCE Center space for ongoing initiatives (see *Attachment A*), such as a Dual Career Program, Faculty Mentoring Program, a Work-Life Research Center, securing resources for continued faculty recruitment efforts, etc. In addition, he has approved the identification of permanent space for the PCOSW, which this proposal also satisfies. Our aim is to coordinate and significantly expand campus diversity efforts, faculty development initiatives, and work-life balance initiatives at URI. *Attachment B* provides the overall background plan.

The first step toward a permanent ADVANCE Center is securing the space that adjoins our offices for 2 critical needs: office space for the **Equity Committees**, and a **Lactation Room** for working mothers on campus. In the interest of our long-term plan, when this space is secured a reconfiguration of offices within the whole ADVANCE Center space will occur to ensure optimal use of each office.

Reason for Request

1. Securing and Expanding Existing Space. NSF requires that URI demonstrate a firm commitment to institutionalizing and expanding the significant efforts of the ADVANCE program, whose funding is due to expire in September 2008. Our current space is well-used, but insufficient to serve the myriad needs an ADVANCE Center would service. Assigning the potentially available adjoining space to the ADVANCE Center would satisfy those needs.
2. Efficiency and Streamlining. Governor Sundlun's occupation of adjoining space would be more appropriately utilized by more closely related and much needed enterprises that will benefit by being in close proximity to each other and to related

offices (HR, AA, Multicultural Center are nearby), and that are centrally located on campus.

3. Meeting the Needs of the Entire Campus. Both the Equity Committees' Office and a Lactation Room serve not only the needs of faculty, but provide important services to the entire campus community.

Rationale for immediate allocation

1. **Lactation Space** – *responding to and respecting a changing workforce*.
To secure badly needed *lactation spaces* on campus for all faculty, staff and students, starting with an initial space centrally located in Carlotti Hall, finally fulfilling Rhode Island breastfeeding laws to “*provide a breastfeeding mother with flexible breaks and a safe, clean, private place to pump or breastfeed her child.*” [RI Gen. Laws 23-13.2-1 (2003)]. Please see *Attachment C* for full rationale and overall plan.
2. **Equity Committees' Office** - *coordinating and coalescing equity efforts*.
Along with the two President's Commissions, the Affirmative Action Committee and the Harassment Committee all represent separate but overlapping initiatives and are in concert with ADVANCE activities. Their efforts supplement, and do not duplicate, those of Human Resources and Affirmative Action/Equal Employment Opportunity. A common physical space that provides opportunity for collaboration, connection, and synergistic efforts with each other and with ADVANCE, including grant procurement and development efforts, is key. URI can acknowledge the Equity Committees' vital roles, and further their collaborative agendas, by providing them a permanent joint space in the ADVANCE Center.

Consequences if request is not granted

Another space will need to be located for the Equity Committees, a challenge given the availability of space on campus. Their close working association with ADVANCE will be compromised. As a prototype site, a lactation room in the ADVANCE Center is ideal. If not provided, another lactation site will need to be located, and will not provide the same environment, nor the same use monitoring, as one located in the ADVANCE Center. Working mothers often stop breastfeeding because it is too difficult to do so and stay at work all day, to the detriment of their child's health (see *Attachment C*). Intangible consequences, such as perceptions of University support, are real considerations.

Beneficiaries

The entire campus benefits. The Equity Committees deal with important issues that pertain to the well-being of faculty, staff, and students, such as Peoplesoft issues, violence prevention, dual career hiring, informal harassment complaints, recruitment of people of color, Chafee Building safety, etc. It is a wholly volunteer effort that has wide-reaching impact. Providing office space will allow goals to be reached more quickly. The Administration benefits because of the increased efficiency of operations and focused office support to keep initiatives moving forward.

The Lactation Room benefits women faculty returning to work, most of who do so very soon after giving birth. The women who breastfeed (85% of college-educated new mothers) are at a serious disadvantage without a space to easily pump milk. Perhaps more importantly, staff and (presumably mostly graduate) students who return to school or work after giving birth are unlikely to have private space to pump milk. Finally, Rhode Island babies benefit because of the significant health benefits of breastfeeding. The University benefits, as the image of URI as a family-friendly, supportive employer will be stronger.

REQUEST FOR ALLOCATION OF SPACE Part Two

Building Desired:

Suite 001, Carlotti Building

Space Required:

Space Type	# of rooms	# of people
1. Faculty/Staff	1	3-4
2. Lactation Room	1	1-3

Explanation (see blue spaces on Figure 2):

- *Equity Coalition Office*: part-time students or staff, and committee volunteers, providing shared space for 4 Equity Committees; meeting space for confidential interviews
- *Lactation Room*: scheduled use of secure, comfortable lactation space by 1-3 women at a time.

When is the Space Needed?

Currently. The space is now co-occupied by the ADVANCE program (2 offices, a small conference room, and a common area for faculty gatherings), and by former Governor Sundlun and his secretary (2 offices). Please see Figure 1. It is planned that the space will remain as the "URI ADVANCE Center" post-award in 2008. The 2 offices currently occupied by the governor and his secretary are being requested to help fulfill very important related purposes. When this happens, the current configuration will be re-organized, as Figure 2 depicts. The Equity Coalition (the 2 President's Commissions, the Affirmative Action Committee, and the Harassment Committee) has requested permanent space, which has been approved by the President. In addition, a lactation room for breastfeeding mothers, grievously lacking on the URI campus, will be piloted in the ADVANCE Center in a small office. The provision of a lactation space is long overdue, has been on the agenda of the PCOSW for some time, and should happen as soon as possible.

How long will the space be needed?

Permanently

If this space is for a grant, has the proposal been funded?

The \$3.5 million NSF ADVANCE Program was funded in September, 2003 (\$750,000 per year for 5 years). The President has approved allocation of permanent space for a group of synergistic initiatives that will institutionalize the activities of ADVANCE and related URI diversity initiatives (please see *Attachment A*). In addition, grant opportunities are, and will continue to be, sought for ongoing work-life research and policy initiatives, and faculty development initiatives.

Will any existing allocations be vacated if this request is approved?

Yes, 2 offices currently occupied by former Governor Sundlun and his secretary, will be vacated (See Figure 2).

Will this space need to be renovated if request is granted?

Plumbing for a small sink will need to be installed for the Lactation Room. Underneath this floor of Carlotti is the basement, which is used as a storage facility and has all open ceilings. The lock on the doorknob to this room has been removed; it will need to be replaced.

Attachment A

URI Response to the July 2006 NSF Site Visit Report

Submitted to NSF October 2006

Relevant excerpt from the report:

10. Institutionalizing ADVANCE

The President and Provost reiterated their strong support for the ADVANCE program and sustaining its initiatives. **The President has agreed to approve a permanent space for an ADVANCE Center.** As campus re-organization plans develop, a more precise description of what this Center will focus on will unfold. The President was willing to consider the ADVANCE Center playing a central role in this re-organization and subsuming some of the functions of AA and HR. Presently, the Center is planned to serve as a focal point for diversity initiatives across campus, provide continuing recruitment and retention efforts for faculty, and provide research and resources related to the creation of a family-friendly workplace for all employees. He has agreed to a phased implementation of appropriate staffing, which will begin at the conclusion of the ADVANCE grant, with the exception of some modest amount of course release time for a faculty member, which will begin this year. The President recognizes that there needs to be support for an organized convergence of diversity efforts that presently exist on campus.

The Administration has already endorsed in writing the continuation of the Incentive Fund program through the Council for Research. In addition, they agree that several of the other successful initiatives of ADVANCE requiring modest funding should continue post-award. These include an institutional mentoring program, topical lunches, career and climate workshops, and a chair's discussion forum.

Attachment B

Understanding the Overall ADVANCE Center Plan

Filling many gaps. There is a deeply felt systemic need at URI to encourage more efficient, collaborative, and pro-active solutions to issues that concern several URI committees and offices. The ADVANCE Center can provide an expedient solution to a myriad of current concerns. It will provide critical support services to the URI community that HR and AA and other offices are not able to provide at this point. In addition, it will promote unified collaborations with these offices and others (VP Admin, GA, etc.) in promoting positive, facilitation-focused (rather than compliance-focused) change. These fall under 2 general initiatives:

1. Faculty Recruitment & Retention Office:

- a. Provide training and materials in **best search practices**, including consulting with search committees, and meeting with prospective hires
- b. oversee a **dual career hiring program**, including promoting an active regional New England network
- c. secure **extramural recruitment funding** to continue ADVANCE hiring initiatives
- d. institutionalize and oversee a **faculty mentoring program**, including faculty-student mentor training
- e. continue **faculty development** initiatives (topical lunches, workshops, etc.)
- f. continue **department climate change initiatives** to ensure a healthy working environment for everyone, including advising college diversity committees
- g. **institutionalize data collection**, conduct research, and disseminate information about the status of the URI workforce, especially underrepresented groups
- h. as it currently does, this office will serve as a **safe "go-to" place** for faculty concerns, especially for junior and underrepresented faculty, something that did not exist at URI.
- i. As it currently does, provide **meeting space for faculty** gatherings and small meetings. Providing social and professional networking opportunities for women and underrepresented groups is a priority of the ADVANCE grant.

2. Work-Life Research and Resource Office

- a. Conduct work-life research and promote flexible and responsive work policies that more effectively meet the needs of our changing workforce and the changing needs of the student population. The Lactation Room is a first step, and will help faculty, but staff and students who are parents, as well.
- b. Serve as an employee and student advocate and resource for issues pertaining to work-life balance issues, such as negotiating leaves, dual career hiring, finding child and elder care, negotiating flexible and part-time work options, arranging tenure stops, promoting family-friendly work environments, maintaining the Work-Life website we have created (www.uri.edu/wlfc), etc.

Realizing the University's Strategic Plan. The ADVANCE Center will provide the realization of much of the President's 2006-2009 Strategic Plan by focusing on diversity in faculty recruitment and promoting a climate of inclusion, to the ultimate end of producing role models and mentors for our students. In this way, the ADVANCE Center

will be a concrete and lasting testament to the importance of inclusion and diversity under this Administration at URI, ultimately fueling student diversity.

Institutionalize ADVANCE. ADVANCE is an “institutional transformation” grant. This will capitalize on the investments URI has put into the ADVANCE program, whose accomplishments have been significant but not sufficient to achieve ultimate diversity goals at URI. This will provide an easy transition, absorbing and expanding an existing, thriving grant-funded enterprise into an institutional office that responds to the needs of faculty, staff, and students at URI. NSF requires and the President has approved the continuation of a permanent ADVANCE Center (*Attachment A*).

Forming a Partnership. There have been many initiatives or ideas that move slowly, stop midway, lose momentum, overlap, or lack resources. The President has approved a permanent space to be allocated for a continuation, a broadening, and a coalescing of diversity and inclusion initiatives and research at URI, now separately spearheaded by the ADVANCE program, the Equity Coalition, Student Affairs, AA, HR, College Diversity Committees, and the Multicultural Center, among others.

Legitimize and re-distribute volunteer efforts. URI needs to augment a “culture of volunteerism,” which defines diversity efforts on campus and which inordinately overburdens women and underrepresented groups, with professional standing and continuity. Responsibly attending to pressing and changing needs of today’s workers and students requires proactive and concrete institutional commitments, not a continued reliance on volunteerism.

Consequences of Not Having an ADVANCE Center

1. Absent this or alternative space to continue ADVANCE efforts, we would not be meeting the intended requirements of the NSF funding. The ADVANCE team and the president have promised NSF in the original proposal and in response to the Site Visit team (Summer of 2006) to institutionalize ADVANCE principles at URI. This would signal a major failure in the carrying out of this work and reflect badly upon URI as an institution.
2. The following issues, at the very least, will be de-emphasized: a concerted focus on faculty diversity; the subtle but real challenges women and underrepresented groups in certain work/study environments face; awareness and education about creating healthy and equitable work environments
3. An ideal lactation space on campus would be lost. URI has been remiss in ignoring this critical and increasing (yet easily-met) need for working mothers.
4. Attempting to absorb facilitative support services into existing institutional offices is untenable and will likely cause the initiatives to disappear.
5. existing offices will continue with “business as usual.”
6. an opportunity to create a URI work-life research center, including acquiring outside funding, will be lost
7. morale and retention: an opportunity to put a visible face to URI’s efforts to be a proactive, family-friendly, 21st century workplace.
8. respect and recognition: the President’s Commission on the Status of Women and the other Equity Committees are anticipating formal recognition for their important work through allocation of space and some modest resources.

Beneficiaries of allocation

This space proposal is relatively modest compared to the reach it will have throughout the entire University population. The Faculty Recruitment and Retention Office will benefit faculty, as well as administrators attempting to achieve inclusion goals, and AA and HR offices which are not positioned to provide a variety of needed services. In addition, diversifying the faculty ultimately promotes student recruitment and retention, as the number of diverse faculty role models increase. The Work-Life Research and Resource Center will meet faculty, staff, and student needs, while it simultaneously seeks to improve policy and to secure external funding for continued research efforts. Likewise, the Equity Coalition Office will provide an efficient, streamlined effort to important initiatives that promote inclusion, climate change, and overall well-being for students, staff, and faculty.

The workplace of the 21st century is undergoing significant change. Workers are demanding more flexible employment options as more dual career couples enter the workforce, as the working population ages, and as caregiving responsibilities continue to increase, and partner hiring is becoming commonplace and necessary to maintain a competitive edge. Meeting these demands and others mentioned above requires focused and concrete actions. Many forward-thinking, responsive universities have made similar initiatives. The ADVANCE Center is an easy, turn-key, pre-existing entity that is well poised to enable this to occur at URI.

Attachment C

URI Lactation Center Rationale

Incidence

Mothers of infants and toddlers are presently the fastest-growing segment of the U.S. labor force. Approximately 70% of mothers return to work full time prior to their child's third birthday and one-third of mothers return to work within 3 months of giving birth (The CDC Guide to Breastfeeding Intervention).

Because of the growing incidence of women in the workforce and of new mothers returning to work, issues surrounding breastfeeding and work are important to address. Breastfeeding has become preferred as the optimal form of infant nutrition; in 2005, approximately 73% of mothers nationwide breastfed their infants (Center for Disease Control, 2005), with 39% still breastfeeding at 6 months. Even more significant, these percentages are positively correlated with education, with fully 84.5% of college-educated mothers choosing to breastfeed, and 52.5% still breastfeeding at 6 months, and 26.6% still breastfeeding at 12 months.

While it is impossible to know the numbers of women faculty, staff, and students who might be breastfeeding at any one time at URI, a rough extrapolation from national data suggests that in any given year, 48+ URI women graduate students, faculty, and staff are breastfeeding mothers who have no place to pump breastmilk.

Benefits

The American Academy of Family Physicians deems breastfeeding as the physiological norm for both mothers and their infants and further recommends that all babies, with rare exceptions, be breastfed and/or receive expressed human milk exclusively for the first 6 months of life. (American Academy of Family Physicians, Policy Statement) Furthermore, increasing the proportion of mothers who breastfeed their children is among the objectives of the national health promotion and disease prevention initiative "Healthy People 2010", released by the Department of Health and Human Services in January 2000. The nursing objective described in this report is "to strive for a 75% participation rate of nursing mothers in the early postpartum period, a 50% participation rate of nursing mothers in the period after the infant reaches 6 months of age, and a 25% participation rate of nursing mothers at the age of one year" (Summary of State Breastfeeding Laws and Related Issues, Congressional Research Service, January 2005)

The benefits of breastfeeding are multifold and encompass benefits to both mother and child, as well as larger scale benefits such as societal and environmental benefits. Children who are breast-fed reap both preventive as well as developmental benefits. Multiple studies suggest the ample benefits of breastfeeding an infant, including a decreased susceptibility to acute infectious diseases, such as respiratory and gastrointestinal infections as well as higher I.Q. scores. (Breast-Feed or Else, The New York Times, June, 2006) According to Dr. Gartner, chairman of the American Academy of Pediatrics' breast-feeding section, breast-fed infants develop on average 50-95% fewer infections than babies who weren't breast-fed. In addition, the American Academy of Pediatrics claims a lower risk of developing chronic diseases such as asthma, diabetes, leukemia and some forms of lymphoma for breastfed babies later in life (Breast-Feed or Else, The New York Times, June, 2006)

Mothers also tend to benefit from breastfeeding their infant children. Research indicates that extended breastfeeding decreases the risks of developing breast cancer for both mothers and daughters (Breast-Feed or Else, The New York Times, June, 2006) as well as ovarian cancer. Additional maternal health benefits include decreased postpartum bleeding, more rapid uterine involution, earlier return to pre-pregnancy weight, and

potentially a decreased risk of hip fractures and osteoporosis in the postmenopausal period (Breastfeeding and the Use of Human Milk, American Academy of Pediatrics, February 2005)

In addition to infant and maternal benefits, societal and environmental benefits have been attributed to breastfeeding infants. Health care would be reduced as a result of the benefits associated with breastfeeding for both mother and infant (Breast-feeding: Impact on Health, Employment and Society, Congressional Research Service, July 2003).

Additional considerations include decreased costs for public health programs, parental employee absenteeism and associated loss of income, decreased environmental burden for disposal of formula cans and bottles, and decreased energy demands for the production and transportation of artificial feeding products (Breastfeeding and the Use of Human Milk, American Academy of Pediatrics, February 2005).

Legislation

As a result of national concern and the recommendations of organizations such as the World Health Organization, American Academy of Pediatrics, Work & Family Institute, American Academy of Family Physicians, American College of Obstetricians and Gynecologists, American College of Nurse-Midwives, National Association of Pediatric Nurse Practitioners, Association of Women's Health, and others, many states have enacted legislation addressing breastfeeding in the workplace and exempting nursing mothers from laws relating to indecent exposure and/or criminal behavior. As of 2005, 38 states and Puerto Rico have enacted some form of legislation related to breastfeeding (Congressional Research Service, 2005). Furthermore, Congresswoman Carolyn Maloney reintroduced "The Breastfeeding Promotion Act of 2005" which is aimed both at promoting the health and wellbeing of infants whose mothers return to the workplace following childbirth, and at educating the public that breastfeeding and the expulsion of milk in the workplace are protected under the Pregnancy Discrimination Act of 1978 (The Breastfeeding Promotion Act).

Rhode Island legislation protects a woman's choice to breastfeed by requiring an employer to make *"a reasonable effort to provide a private, secure, and sanitary room or other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breastfeed her child"* (R.I. Gen. Laws § 23-13.2-1). The Rhode Island Department of Health asserts that *"Rhode Island is committed to promoting breastfeeding, protecting a woman's right to breastfeed her child, and ensuring the availability of quality health care services for breastfeeding mothers. The Department of Health collaborates with and supports health care professionals and community groups working to increase breastfeeding rates in Rhode Island"* (www.health.ri.us/family/breastfeeding/index.php). The Physicians' Committee for Breastfeeding in Rhode Island, the Worksite Wellness Council of Rhode Island, and the Rhode Island Department of Health strongly support breastfeeding and recognizes breastfeeding-friendly workplaces with an annual award to those workplaces that implement effective components and strategies to enable a woman to breastfeed while at work.

Lactation Support Facilities at URI

Components of an effective program of support for breastfeeding mothers in the workplace include providing fair access to adequate facilities, a clear policy that supports and normalizes breastfeeding, and workplace education about breastfeeding (United States Breastfeeding Committee, 2002). Adequate facilities include a site, or sites depending on the size of the organization, that has, at the very least:

- a clean, private, comfortable space that is not a bathroom
- an electrical outlet in order to pump milk
- table and comfortable chair(s)
- a sink, soap, water, and paper towels
- a small refrigerator

URI does not currently have a policy or provide lactation facilities. This is an equity issue for staff and students, who are not as likely as faculty to have access to a private space. Stories such as this from a former URI graduate student are commonplace:

"Breastfeeding certainly wasn't anything I could talk about. When I returned to graduate school within days of giving birth to my daughter, I would stealthily walk to my car, leave the campus, drive down a back road with my Playmate cooler and breast pump, find a quiet stopping place, pump in my car, all the time nervously scanning the road for passersby, return to campus, try to find another parking place, and go back to work, feeling somehow embarrassed and like I'd just committed some kind of misdemeanor."

Although faculty are more likely to have private space, this is also an equity issue for them. Because the childbearing years overlap with the tenure-track years, this is a pressing dilemma for women who are pursuing faculty careers, and can put them at a significant disadvantage. It is contradictory to be supportive of a family-friendly, flexible workplace, and pursuing a more diverse faculty base by hiring more women, if this very basic and easily met need goes unaddressed.

The ADVANCE program and the President's Commission on the Status of Women are developing a proposal for the identification of several lactation sites on campus, depending on the identified need. We propose that the first site be a small room in the ADVANCE Center (see Figure 2). This room is ideal for several reasons:

1. it is very small, limiting its use otherwise
2. it has glazed windows that are not transparent, and is in a secure, supportive, and private suite of offices
3. it is in a familiar and central location on campus
4. there will be people there to provide orientation, scheduling, monitoring, and clean-up for users
5. its use will be closely monitored to calculate usage, effectiveness, desirability, etc., for future planning
6. approved work-life research opportunities exist through usage data, interviews of mothers, etc.

The following provides some preliminary plans for its use. The room will be equipped with a sink cabinet, a small refrigerator, 2-3 comfortable chairs, and parenting resources, including a small lending library for new parents. It will be simply but attractively decorated and provide a comfortable, quiet place for a mother to pump milk. Provision of a breast pump is a possibility. Use will be on a first-come, first-served basis, unless scheduling becomes necessary. ADVANCE has a seating area for waiting mothers. When someone is waiting, use will be limited to 20 minutes.

We would like to emphasize that providing lactation sites is not a "woman's issue;" it is a workplace issue, a health issue, and a parenting issue. We do not see the location of this prototype site in the ADVANCE Center as the answer to the problem, but an excellent first step. For example, evening hours are difficult at this site. We are most eager to provide this service to our URI women, but ADVANCE and the PCOSW hopes that, once we understand the scope of need, the University will assume the responsibility of providing this important service in other, more general locations on campus.

Due to large file size, PDF file can be found at

<http://autocrat.uri.edu/2354.html>