

**Year 4 Quarterly Report**  
*1<sup>st</sup> Quarter: July – September 2006*

**Significant accomplishments**

**General:**

- ADVANCE participated in the 3-year NSF site visit on July 25-26, 2006. Including the Leadership Team, 78 people were interviewed, either individually or in groups.

**Evaluation**

- ADVANCE has contracted with Center for Human Services for external program evaluation. A full plan is being developed.
- Planning for the second issue of the Climate Survey is underway.

**Recruitment**

- Best Practices in Faculty Recruitment Handbook completed.
- Co-hosted an informal gathering for new faculty at the annual (URI) Association for Professional and Academic Women new members meeting.
- Monthly gatherings with the ADVANCE fellows being organized to allow us to assist with transition issues and administrative problems.
- Second Round ADVANCE Fellows have agreed to present their research for a panel presentation during October's Research Week. Invitations to all new faculty have been sent out for a new faculty reception to follow the presentation.

**Faculty Development:**

- Year 3 Incentive Fund projects have commenced.
- The Provost formally endorsed the absorption of the ADVANCE Incentive Fund into the University's Research Awards program. Funding for this program will come from the Council for Research, beginning this year.
- First Topical Lunch of fall semester was hosted on September 15, 2006: *Doing Multidisciplinary Research: Locating and Selecting Good Collaborators for Complex Projects* with Kate Moran, Prof. of Oceanography and Seth Macinko, Asst. Professor, Marine Affairs (24 attendees).
- Two events being developed for October's Research Week: Interdisciplinary Research Networking Breakfast, and Post-Award Support Workshop.
- Development of a Mentoring Policy: A college-wide (CELS) mentor committee has been formed, who met with the Dean 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. The following policy was proposed:

*All new assistant professor and assistant research professors, regardless of gender, will be assigned 3 mentors –teaching, research, and general. In the case of assistant professors, these mentors will serve for the duration prior to tenure and promotion decision. For assistant research professors, the mentors will serve until the promotion to associate research professor or transition to another position.*

### **Work-Life**

- The dual career policy was presented to the Council for Deans. Minor changes were suggested. The policy will be presented to the President this fall.
- Plan to create a dual career hiring plan included in the President's 2006-2009 Strategic Plan.
- Parental Leave Brochure completed. Dissemination to take place this fall.
- Plans underway to host a half-day work-life conference next fall.
- Work-life committee expanded to include Affirmative Action. Working closely with the President's Commission, ADVANCE work-life goals have been incorporated into the PCOSW's Strategic Plan, which will be submitted to the President this fall.

### **Climate Change**

- Meetings with the various equity offices on campus are occurring to develop a plan for securing a permanent space that would fold ADVANCE initiatives into a permanent collaborative diversity initiative.

### **Challenges**

1. Some of the Recruitment committee goals (requiring a best practices workshop in each faculty search; working with AA to realize college recruitment and retention plans; promoting Dual Career policy) have been difficult to implement because they address long-term institutionalization. Although high-level academic and administrative support is evident, greater involvement is needed because political considerations factor into these initiatives and resources are scarce.
2. Institutionalizing the Topical Lunches, Incentive Fund and Mentoring program without dissipating the ADVANCE identity. Our goal is to retain the name association (ADVANCE) with the initiative as institutionalization proceeds.
3. Implementing Mentoring policy requires institution-wide participation. This is a large, time-consuming administrative task.
4. Coordinating with the various equity offices, who have overlapping missions, and defining how to establish a workable collaboration is complicated. Also securing space for a permanent ADVANCE Center is challenging as there are many more demands for space than there is availability, and the viability of this collaborative initiative has yet to be compellingly presented.

### **Best Ideas**

1. Buy-in from Dean in CELS for mentoring committee/pilot program.
2. Establishing a joint initiative with the other equity offices on campus in developing a plan for a permanent center.
3. Folding ADVANCE initiatives into the PCOSW Strategic Plan
4. Involving the Internal Advisory Action Council in establishing ADVANCE initiatives (search notifications and search workshops; collaboration with AA and HR; promote/problem-solve dual career issues).