Institutional Transformation at the University of Rhode Island

Funding Agency: National Science Foundation
Award Information: 5-year, $3.5 million; $750,000 per year for 2003-2008

Goal: The NSF ADVANCE program at the University of Rhode Island is a 5-year program to improve and enrich the science, technology, engineering, and mathematics (STEM) academic workforce through the increased representation and participation of women faculty.

Objectives:
1. To develop a comprehensive understanding of the status of women STEM faculty
2. To increase the number of ranked women STEM faculty
3. To advance the careers of all women faculty, especially STEM faculty
4. To improve the available networks of support for all women faculty, especially STEM faculty
5. To plan and implement organizational climate change in collaboration with university leaders

Constituents: STEM faculty in five colleges: Graduate School of Oceanography, College of Engineering, College of the Environment and Life Sciences, College of Arts and Sciences, and College of Pharmacy

Initiatives:
Recruitment:
- Faculty Fellows Program, offering 2-3 year fellowships to women faculty, transitioning to tenure-line appointment.
- Supplemental funding to start-up packages for regular hires
- Best practices in recruitment training and materials
- Dual career initiative

Faculty Development:
- Incentive Fund Program, offering awards that promote the research careers of women STEM faculty
- Career workshops
- Monthly Topical Lunch Series
- Mentor Training Program

Work-Life Support:
- Policy review and revision
- Work-Life Center Website
- Work-Life Faculty Interview Project
- Lactation Facilities Project
- Work-Life Conference

Climate Change:
- Department Climate Workshops
- Chairs Leadership Discussion Series
- Campus-wide annual events
- Internal Advisory Action Council

Evaluation:
- Campus-wide Academic Work Environment Survey

Selected Results:
Recruitment:
- 9 Fellows, 7+ influenced hires
- Dual Career policy statement approved
- Best Search Practices Presentations

During the 3 academic years prior to ADVANCE (in years 2000-2003) 24% of new STEM hires were women; in the 4 years since ADVANCE (2004-2007), 54% have been women.
Faculty Development:
- 31 Incentive Awards (2004 – 2007) totaling $188,510
  Year 4 (2007) program absorbed by the URI Council for Research Grant Program
- 27 Topical Lunches, over 550 total attendance
- Career workshops: Negotiation Skills, Writing, Mentor Training (two), Research Collaborations, Post-Award Grant Management, others
- University-wide Mentoring Policy and College Mentoring Policies

Work-Life Support:
- Paid Family Leave Policy for faculty approved and implemented
- Several informal social networking events
- Work-Life Center website developed
- 22 faculty work-life interviews
- Dual career policy approved; guidelines under consideration
- First University "Mother's Room" lactation site approved and under renovation

Climate Change:
- 10 departments participated in Climate Change workshops; 6 departments participated in follow-up sessions
- Administrators Summit meeting with President & Provost March 2005
- Chairs Leadership Discussion Series launched November 2005
- Internal Advisory Action Council (comprised of University leaders) meetings

Evaluation:
- Separate internal and external program evaluation
- 4 Focus Groups conducted – key behaviors needed to support women faculty
- 2004 Climate survey distributed to 700 faculty, with 40% return rate
- Follow-up survey distributed Fall 2007
- Chairs’ survey of climate change

Products
- Faculty Recruitment Handbook and Faculty Recruitment Web Tutorial
- Faculty Mentoring Handbook and Faculty Mentoring Web Tutorial
- Work-Life-Family Center Website
- Academic Work Environment Survey Executive Summary

Principal Investigators:
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