MORE BANG FOR BUCK: SYNERGIES WITH OTHER CAMPUS PARTNERS

Panel Members:
Gail E. Gasparich, Ph.D. Towson University
Mary Juhas, Ph.D. Ohio State University
Victor A. Santiago, Ph.D. NSF I^3 Program
• Focus on integrating institutional support for ADVANCE programs-Who are key personnel on campus to create synergy for success of ADVANCE initiatives?

• Perspective from a comprehensive and a research intensive university

• ADVANCE grant opportunities through the NSF program for the Innovation through Institutional Integration will be described
Panel Format

- Questions/Comments: Time provided at the end of each segment
- Open Discussion: Opportunity to discuss examples from other programs that might be of assistance to the whole group at end of presentations
- Worksheet: Provided for you to map out your own institutional key partnerships
MORE BANG FOR YOUR BUCK:
WHERE TO GET INFORMATION AND WHO
CAN HELP GET IT DISSEMINATED

Gail E. Gasparich, Ph.D.
OUTLINE

Towson University
IT-START Grant
Critical Partners
Dissemination and Movement
Toward an IT Proposal
TOWSON UNIVERSITY

- Second Largest University in the USM
- >21,000 students
- Metropolitan Comprehensive
- Transformative Period: Dynamic of Teaching, Scholarship and Service pyramid shifting priorities
Mission and Vision

- Diversity Initiatives:
  - Learning community will mirror the face of the population in our region and state
  - Encourage members from diverse cultural, racial, ethnic and gender groups to join the campus community
  - Infuse curriculum and environment with culturally responsive actions to foster broadened perspectives and high achievement for all members of the community

President Robert Caret
Fisher College of Science and Mathematics

- Five Departments and two interdisciplinary programs
- $10.2 M Endowment
- 2660 undergraduate and graduate students
- 119 T/TT faculty (69% male/31% female; University 48% male/52% female)
ADVANCEment Towards Institutional Transformation Team

- **PI:** Gail E. Gasparich, Ph.D. Prof. Biological Sciences
- **Co-PIs:**
  - M. Paz Galupo, Ph.D. Prof. Psychology; Director Institute for Academic Diversity and Inclusion
  - Ryan Casey, Ph.D. Assoc. Prof. Chemistry
  - Alex Storrs, Ph.D. Assoc. Prof. Astronomy
  - Jay Zimmerman, Ph.D. Prof. Mathematics
- **GRA:** Amy Neal (M.S. in Psychology)
Project Goals

- Identify roadblocks for female faculty in the Fisher College of Science and Mathematics
  - Recruitment, Retention and Advancement
- Collect relevant data for compilation into a report on the status of women in the Fisher College of Science and Mathematics
- Disseminate report to administration and faculty
- Develop plan of action (include activities/programs shown to be successful in prior and current ADVANCE IT programs)
Fisher College of Science and Mathematics
- Current Faculty
- Faculty that have left within the last five years
- Faculty that did not accept an offer in the last five years

Use College of Liberal Arts as comparative for context (same categories as above)

Campus Climate Survey (on line to all full-time faculty at Towson University)
- Used modified version of UW Study of Faculty Worklife

Peer Institutions and Aspirational Peer Institutions (Office of Institutional Research)
- Faculty Demographics
- Policies and Employment practices
Institutional Policies and Data

- Hiring Procedures and Search Committee Reports (Office of Equal Opportunity)
- Employment Data (Human Resources and Office of Institutional Research)
- Promotion and Tenure Procedures (Faculty Senate)
- Diversity and Equal Opportunity Statements (Office of Equal Opportunity)
- Employee Benefit Policies (Human Resources)
- Employee Leave Policies (including Stop the Clock policies) (Human Resources)
- Sabbatical Leave Policies (Provost’s Office)
Dissemination Internally

- Executive Summary to the President, Provost and Dean of the Fisher College of Science and Mathematics
- Presentation to the Fisher College Dean’s Council of Chairs (and Program Directors)
- Department Faculty Meetings by Co-PIs
- Integration into the curriculum
  - “Women, Gender and Science” course (team taught by Gasparich and Galupo)
Dissemination Externally

- Women in Science Program
  - Annual Forum
- Institute for Teaching and Research on Women at Towson University
  - Publication of Report
  - Faculty Workshops
- Towson University Office of Diversity
- ADVANCE Grant Meetings
- Website established to describe project and disseminate final report:
  http://www.towson.edu/wisp/advance/index.asp
Future Grants

Use the data gathered to develop an action plan that will be incorporated into an ADVANCE Institutional Transformation Proposal
Acknowledgements

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- FCSM Faculty (Current and those that have left)
- Faculty that interviewed and went elsewhere
- Campus Collaborators
- ADVANCE Directors listserv
- ADVANCE IT Programs for their assistance
Questions?