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Council for the Representation
& Engagement of Women Faculty

CREW 2014 AY Year End Report

May 19, 2015

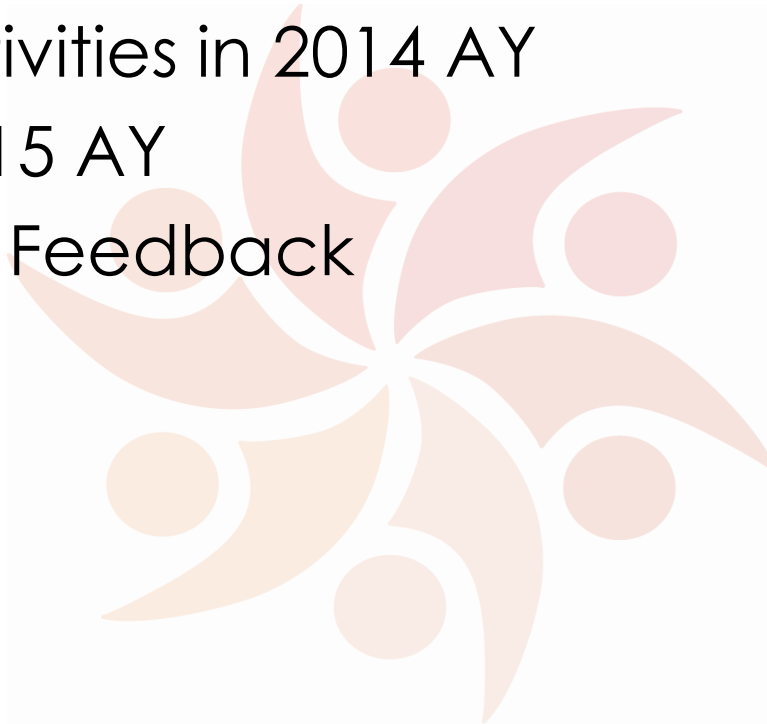
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Outline

- ▶ Development of Council
- ▶ Council Activities in 2014 AY
- ▶ Plans for 2015 AY
- ▶ Discussion / Feedback





2014 AY Activities

- ▶ Identify members
 - ▶ Nominated by Deans
 - ▶ Invited to join by Provost
- ▶ Developed mission and goals
 - ▶ AALANA Council framework used as basis
 - ▶ Benchmarked mission / goals of similar councils at other institutions
 - ▶ CREW reviewed and finalized

Membership



Representatives	
Faculty Associate to the Provost for Women Faculty and Chair	Betsy Dell
Office of Diversity & Inclusion	Kevin Mc Donald
Office of Faculty Recruitment	Renee Baker
College of Applied Science and Technology and the ADVANCE grant representative	Maureen Valentine
College of Health Sciences & Technology	Cara Calvelli
College of Imaging Arts and Sciences	Robin Cass
College of Science	Manuela Campanelli
College of Liberal Arts	Ann Howard
Golisano College of Computing and Information Sciences	Stephanie Ludi
Kate Gleason College of Engineering	Dhireesha Kudithipudi
National Technical Institute for the Deaf	Annemarie Ross
Saunders College of Business	Shal Khazanchi



CREW Mission

- ❖ To support, retain and promote career success of women faculty at RIT. To achieve its mission, the team will:
 - Identify and support effective strategies and activities that promote career success of women faculty
 - Assist women faculty in finding and developing networks
 - Promote leadership development and mentoring activities for women faculty
 - Provide support needed for women faculty to be successful through tenure and promotion
 - Communicate and collaborate with other groups concerned with gender and diversity
 - Identify the issues that women faculty face and develop actions to address these issues
 - Facilitate awareness among administration and the university regarding these issues
 - Make recommendations to the Provost on studies or actions needed to address particular issues needed to create an academic environment that fosters the academic success of women faculty at RIT



Council Activities in 2014 AY

- ▶ Raise awareness of CREW
 - ▶ Launch/Networking Event
 - ▶ Website: UNDER DEVELOPMENT
 - ▶ Selected name
 - ▶ Logo designed by Nancy Ciolek: Program Chair Graphic Design, Associate Professor Design
- ▶ Changing Organizational Culture in STEM: with ADVANCE and the President's Commission of Women



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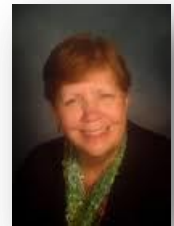
Council for the Representation &
Engagement of Women Faculty

Meet the Advisory Council to the Provost for Women Faculty-Networking Session



Used Appreciative Inquiry as a basis for discussion
regarding experiences of new faculty at RIT

1. *Describe your best experience as a new faculty member at RIT – when you felt the most positive about being at RIT.*
2. *Without being modest, describe what is it that you have brought to RIT.*
3. *Imagine RIT ten years from now, when everything is just as you always wished it could be for new faculty. What is different? How do you see yourself contributing to this future?*



Meet the Advisory Council to the Provost for Women Faculty-Networking Session



*Describe your best experience as a new faculty member at RIT –
when you felt the most positive about being at RIT.*

- STUDENT INTERACTION
- Support from colleagues
- Feelings of isolation

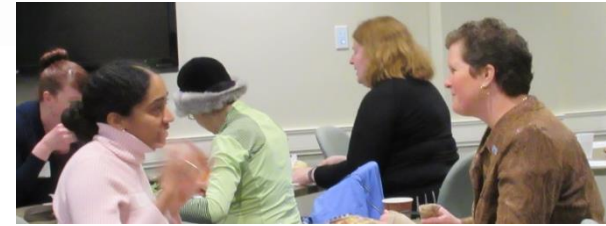


Meet the Advisory Council to the Provost for Women Faculty-Networking Session



Without being modest, describe what is it that you have brought to RIT.

- ▶ Research expertise
- ▶ Diversity
- ▶ Student focus: in research and in the classroom
- ▶ Collaboration



Meet the Advisory Council to the Provost for Women Faculty-Networking Session

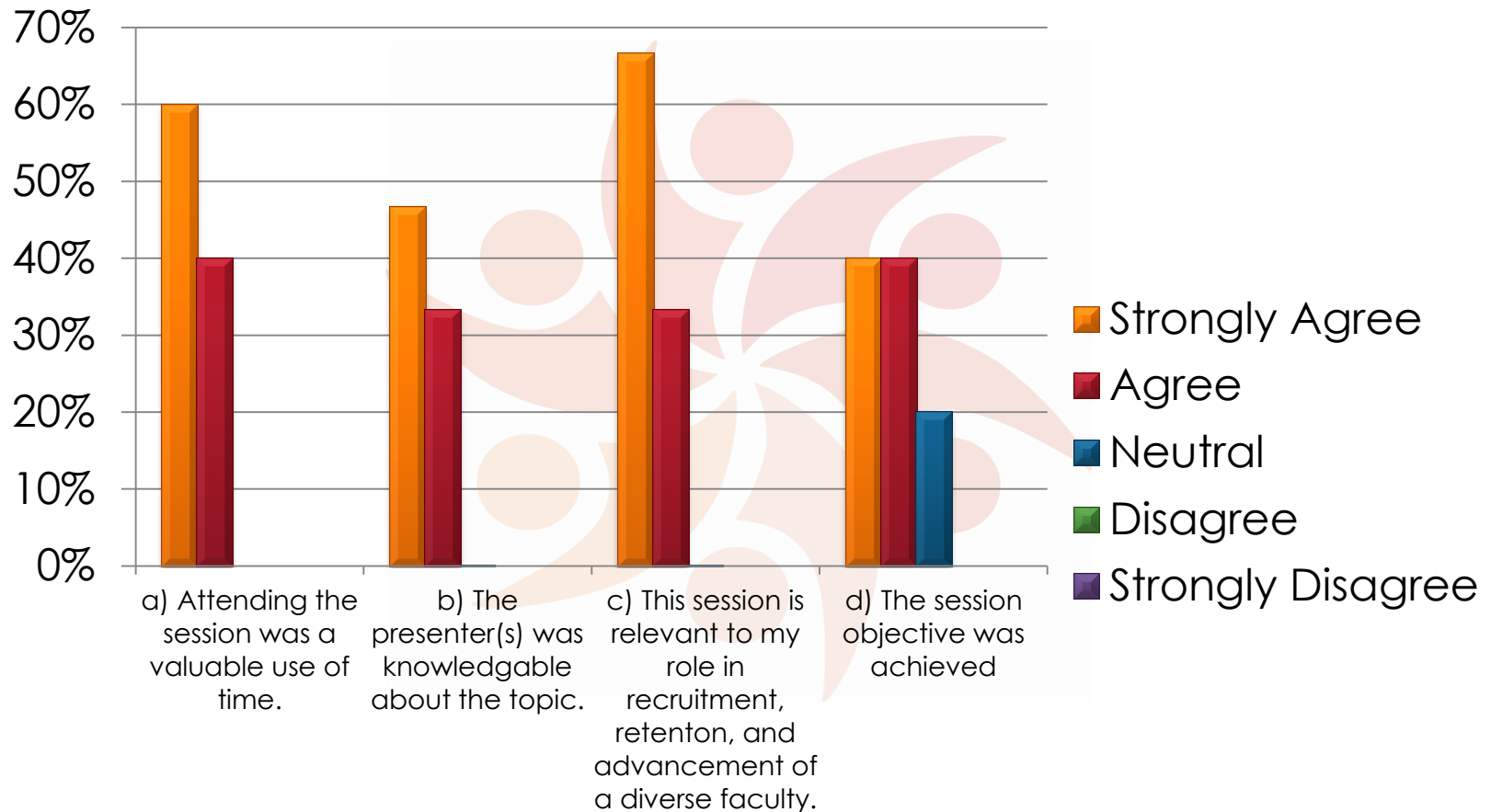


Imagine RIT ten years from now, when everything is just as you always wished it could be for new faculty. What is different? How do you see yourself contributing to this future?

- ▶ Work-life balance
- ▶ More women in leadership
- ▶ Mentorship and resources for junior faculty
- ▶ Teaching continues to be valued



Meet the Advisory Council to the Provost for Women Faculty-Session Evaluation



Changing Organizational Culture in STEM

with Nancy Ferris Ph.D. Director, Kodak Research Labs
and Vice President, Kodak Technology Center



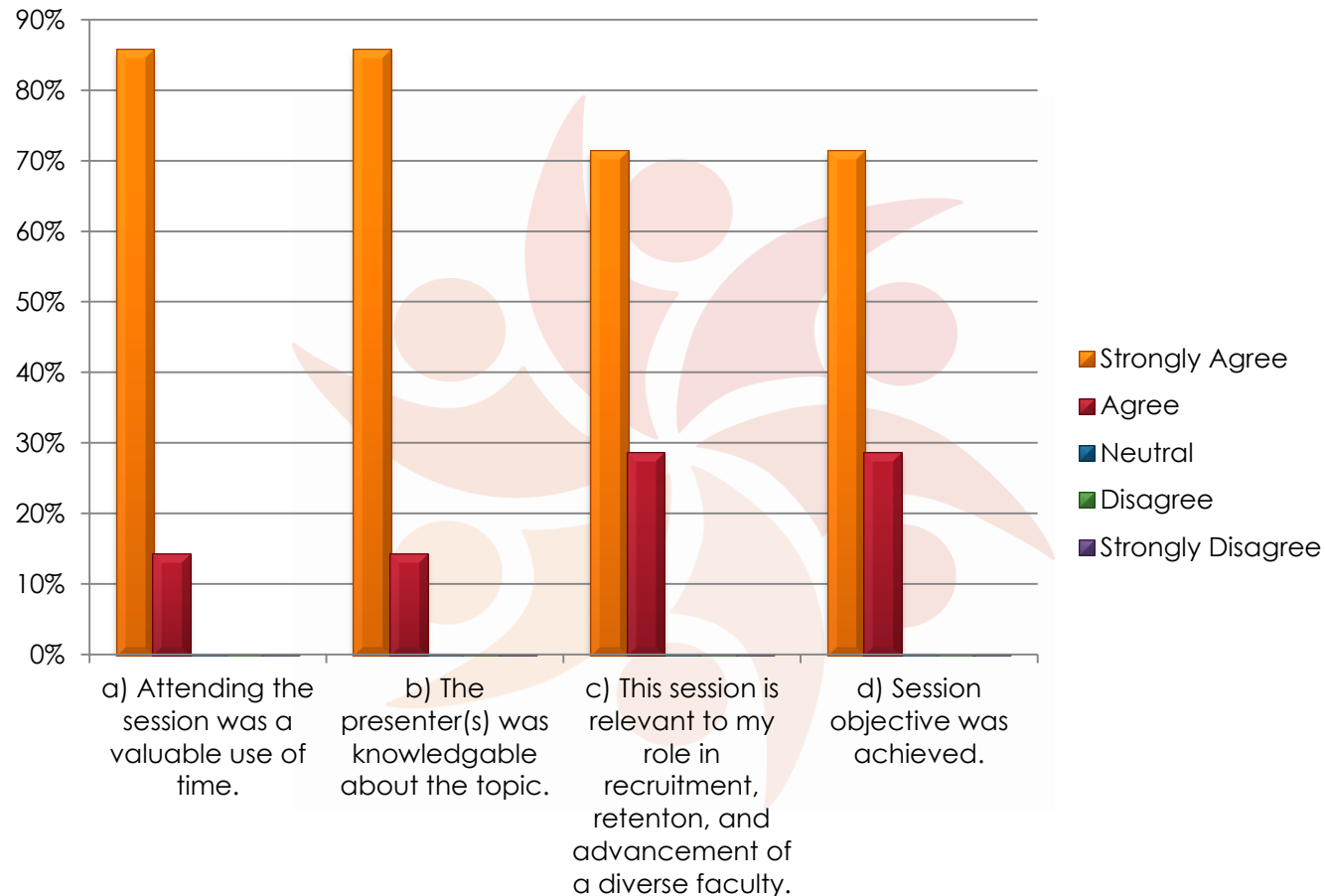
Co-hosted with ADVANCE and the President's Commission on Women

- Reflections, from a woman's perspective, on a 30+ year career in STEM fields
- Both bottom-up and top-down approaches
 - Individual as individual – breaking the organization's paradigm
 - Individual as pioneer – raising the organizational bar
 - Leader as pioneer – setting a standard and expectation framework
 - Leader as example – implementing effective (possibly different) leadership styles
 - Leader as role model, mentor and sponsor – reaching back



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Changing Organizational Culture in STEM: Session Evaluation





2015 Plans



2015 Plans



- ▶ Two main focus areas:
 - ▶ Community Building
 - ▶ Leadership Growth





2015 AY Plans

- ▶ *Goal: Identify and support effective strategies and activities that promote career success of women faculty*
 - ▶ Identified WISE in COS as an effective strategy
 - ▶ Work with WISE leadership to replicate WISE model in the various colleges

- ▶ *Goal: Provide support needed for women faculty to be successful through tenure and promotion*
 - ▶ Panel session focused on SERVICE: How and when to say no to service activities and when to say YES!



2015 AY Plans

- ▶ *Goal: Communicate and collaborate with other groups concerned with gender and diversity*
 - ▶ Continue to collaborate with ADVANCE & PCW
 - ▶ “Gender Summit”
 - ▶ ADVANCE
 - ▶ President’s Commission on Women
 - ▶ Center for Women & Gender
 - ▶ Etc.
- ▶ *Goal: Assist women faculty in finding and developing networks*
 - ▶ Monthly networking luncheons for women faculty with discussion topics related to career success (teaching, scholarship, work-life balance, etc...)
 - ▶ Participation in new faculty welcome event

Discussion/ Questions/Feedback

