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

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

- Attending the session was a valuable use of time.
- The presenter(s) was knowledgeable about the topic.
- This session is relevant to my role in recruitment, retention, and advancement of a diverse faculty.
- The session objective was achieved.

% of Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
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
Changing Organizational Culture in STEM: Session Evaluation

- Attending the session was a valuable use of time.
- The presenter(s) was knowledgable about the topic.
- This session is relevant to my role in recruitment, retention, and advancement of a diverse faculty.
- Session objective was achieved.

Options:
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
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