NSF ADVANCE Connect@RIT

NSF ADVANCE Institutional Transformation

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Directors/Department Chair Retreat, 30 JAN 2013
Discussion Overview

• Project Overview and Progress to Date
• Defining Project Success
• Connect@RIT Designed to Support Faculty
• Summary and Discussion
Project Team

• Leadership Team:
  – Margaret Bailey - PI (KGCOE),
  – Maureen Valentine – co PI (CAST),
  – Sharon Mason – co PI (GCCIS),
  – Carol Marchetti – co PI (COS),
  – John-Paul Hatala – co PI (CAST),
  – Kerry Ivers – SP (NSF ADVANCE Connect@RIT),
  – Stefi Baum – SP (COS),
  – Kijana Crawford – SP (COLA),
  – Sue Foster – SP (NTID),
  – Other SP: Bill Destler, Jeremy Haefner, Lynn Wild, Renee Baker, Kevin McDonald, Hector Flores, Kit Mayberry
Connect@RIT will ultimately:

• Increase the recruitment of female faculty candidates
• Strategically increase the representation of women on our faculty
• Reduce female faculty attrition rates
• Promote female faculty career advancement
Progress to Date (subset)

- Moved into space! (78/2424, 2426, 2428)
- Planned activities are in development
- Internal & External Evaluators on board and engaged
- Project staff has been hired – F/T, P/T, and students
- President Destler introduced BOT to Connect@RIT
- Website under construction
- Two journal and one conference papers are in final revisions and will be submitted spring quarter

Submissions to date:

- First Quarterly Report; Organizational Chart & Management Plan; Detailed Timeline; Website Plan; Evaluation & Dissemination Plans (15 FEB)
Progress to Date (subset – cont.)

• Strong support on COACHE participation!
  – Faculty (F/T non-TT, TT, T) climate survey
  – Closed 18 January 2013
  – Response rate: 62% at RIT compared to 56% across the entire cohort of universities that are participating in COACHE this academic year.
  – Over 70% of invited faculty responded in KGCOE, CHST, and the Provost area
  – Results will arrive in late spring with dissemination and discussion planned for AY2013
Defining Project Success

• Outcomes are self-defined and used to evaluate transformation progress
  – Increase representation of women within STEM faculty candidate pools (from 20% to 30%)
  – Achieve higher retention rate for T/TT female faculty (closely match those for male peers)
  – Increase the representation of women faculty in targeted departments with less than 20% (reduce current % of such departments by 50%)
  – Increase the % of women in academic tenure track leadership positions (match representation)

• Supported by a series of initiatives and activities
Connect@RIT Offers Support

• Leverage grant to support your faculty in their TEACHING, SCHOLARSHIP, and SERVICE activities.

• Support the recruitment, retention, advancement, and mentoring of outstanding faculty members for their continued success.

Leadership/Career Development (Education & Grants Program)

Eminent Scholar (Grants Program)

Refine Faculty Recruitment Process

COACHE Survey

Dual Career Hire Initiatives

Refine Faculty Mentoring Program

Connectivity Series

Director/Department Head/Chair (Education & Grants Program)
Director, DH, and Chair 
Education and Grants Program

• Partner w/ Wallace Center and Provost’s Office
• Create education program to support skills and competency development in efforts to manage faculty throughout various career stages
• Create grants program to financially support creative efforts that align with Connect@RIT outcomes (both late and intermediate)
• All departments are eligible to participate as RIT will financially support efforts associated with non-STEM/SBS departments
Summary and Questions?

• Department Heads/Chairs and Directors have the opportunity to participate, support, and benefit from this grant.

• We have a couple of questions….
  – How can this NSF Advance IT project help you in supporting the needs of your faculty during their career progression?
  – What are some of the essential elements that our programs need to have in order to gain your support and endorsement?

• Thank you!