



ADVANCE R·I·T

for women faculty in science, engineering, computing and technology

R·I·T

NSF ADVANCE *Connect*@RIT

NSF ADVANCE Institutional Transformation

Margaret Bailey

Faculty Associate to the Provost of Female Faculty

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NSF ADVANCE *Connect*@RIT Project Director

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 S

- Leverage grant to support your **TEACHING, SCHOLARSHIP, and SERVICE** activities.
 - Support the recruitment, retention, advancement, and mentoring of outstanding faculty and their continued success

COACHE Survey

**Refine Faculty
Recruitment Process**

**Dual Career Hire
Initiatives**

**Refine Faculty
Mentoring Program**

**Connectivity
Series**

**Leadership/Career
Development
(Education & Grants Program)**

**Eminent Scholar
(Grants Program)**

**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!