

ADVANCERIT

Reimagining our Careers and Campus Culture

RIT Associate Dean's Meeting March 21, 2017

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Purpose for Today

- Upcoming events and initiatives that we would like you to promote within your colleges.
 - Advocates & Allies program and workshop
 - P³ Group participation and upcoming event
 - Michigan Player session for academic leaders

Advocates & Allies

Upcoming Event on March 29 or 30, 2017

Ally Professional Development Training Sessions For Faculty Men

At this session, the following information will be shared and discussed:

- research related to the role gender plays in the career lives of women faculty,
- data related to the representation of women faculty at RIT, and
- results from RIT climate surveys (i.e. COACHE),
- discussion of case studies and
- steps you can take to improve institutional climate at RIT.

For more information:

<https://nsfadvance.rit.edu/programsInitiatives/advocatesAllies.php>

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Advocates & Allies at RIT

- National Science Foundation ADVANCE PLAN D
- An innovative approach designed to involve faculty men intentionally in the transformation of departmental cultures and practices
- North Dakota State University is leading the implementation of this program
 - RIT
 - The Ohio State University
 - University of North Texas
 - University of Wyoming
- RIT Team:
 - Betsy Dell: PI for RIT; co-PI on main NDSU award
 - Rob Garrick, co-PI and Advocate Coordinator
 - Co-PI's: Margaret Baily, Sharon Mason, Carol Marchetti

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Goals of Advocates & Allies

- 1) Educate faculty men about issues related to gender equity in academia
- 2) Introduce faculty men to strategies for bringing about positive change in their departments and colleges
- 3) Build a supportive network of faculty men who are Advocates and Allies for all faculty.

What is the role of an Advocate?

- Have a strong commitment to supporting women faculty in their department, colleges, and the university.
- Be active and effective proponents of gender diversity and equity
 - increasing the number of female faculty
 - encouraging the hiring and promotion of female faculty in administrative positions
 - ensuring the fair and equitable treatment of women
 - committed to increasing their understanding of gender bias and its impact on the academic careers of women.
- Have an awareness of the dynamics of institutional and structural bias and be interested in learning about issues of discrimination and privilege in the workplace.
- Activities
 - Meet regularly (monthly)
 - Work toward specific goals and outcomes
 - Discusses recommended readings and case studies
 - Development and delivery of RIT training programs for faculty who are interested in becoming Allies.

What is the role of an Ally?

- Participate in gender equity (Ally) training.
- Expected to take action primarily within their departments including:
 - speaking up at a meeting
 - inviting female colleagues to collaborate on research
 - nominate female colleagues for awards
 - serving on a committee as the gender equity proponent in place of their female colleagues to reduce the inequity in service loads

Ally Training Attendance

	Fall 2016	Spring 2016	TOTAL	Advocates
CAST	2	3	5	1
GCCIS	4	4	8	2
COLA	2	5	7	4
KGCOE	4	1	5	4
COS	3	7	10	4
NTID	5	1	6	0
CHST	0	0	0	0
COB	0	0	0	(1)
GIS	2	0	2	0
CIAS	2	1	3	0

P³ (Promotion Package Preparation) Group

- P³ Group is a recent initiative motivated by a small group of faculty women discussing the idea of getting together to prepare their packages for promotion to full professor.
- 7 faculty from 5 colleges (COS, KGCOE, CAST, GCCIS, NTID) piloted the initiative last summer.

P³ Group Pilot

- Session One: College Policies: June, 2016
- Session Two: Research Statements and External Letters: July, 2016
- Session Three: Promotion to Professor: Making a Compelling Case- *A Discussion with the Provost and Senior Leaders*; August, 2016
- Prep Time: September, 2016
- Submission Celebration Lunch: October, 2016

P³ Group Launch, 2017

- Expanding to all faculty
 - Lecturers and Tenure-stream Faculty
 - All genders
 - Affinity groups will be offered
- Email for *participation interest* this month
- P&T Smarts Presents: *Promotion to Full Professor: Strategies for Preparing a Strong Case*, April 21, 2017 2:00 - 4:00PM

Michigan Players

May 16, 2017

“The Chair's Role in Faculty Mentoring”

- Three thematically related vignettes
- Explore the department head's role in faculty mentoring
 - a third year review letter with a junior faculty member,
 - welcome a new faculty hire,
 - associate professor regarding promotion readiness
- Developed to showcase positive and potentially problematic mentoring behaviors
- Allow academic leaders to think through the ways that they might create a more positive climate for faculty mentoring, both structurally in their department's policies and interpersonally in the behaviors they adopt and use with their faculty colleagues.

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Michigan Players

May 16, 2017

Nominate Associate Deans, Department Heads and Chairs, Directors and high-potential faculty leaders for Michigan Players

We ask that each Dean personally attend the upcoming Michigan Player's event and that they nominate key people from their college who would benefit from participation. These nominees could be faculty who are current and past Department Heads/Chairs, Associate Deans, Academic Program Directors, and those who show high potential for holding leadership positions in the future. **Please send your nominees to AdvanceRIT asap** and we will contact each nominee, let them know of the nomination, and encourage them to register.

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Michigan Players

- Past RIT feedback from MI Players event (“Navigating Departmental Politics” on 12/11/2014)
- Fifty-four participants from the morning session completed the survey (response rate: $54/70 = 77.1\%$), and 32 from the afternoon session completed the survey (response rate: $32/60 = 53.3\%$)
- **Both faculty and administrators rated this workshop highly**
 - high level of agreement that the session met their expectations (90% of faculty and 93.5% of administrators)
 - sketch enhanced or altered their understanding of the issues/topics discussed (78% of faculty and 80% of administrators)
 - they would recommend the session to their peers (98% of faculty and 90% of administrators)
 - post-sketch discussion enhanced their understanding of the issues presented in the workshop (89% of faculty and 87% of administrators)
 - they anticipated making changes to their current practices as a result of participating in the workshop (70% of faculty and 65% of administrators)

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Michigan Players

To register for this event and for more info:

<https://nsfadvance.rit.edu/programsInitiatives/connectivitySeries.php>

Where can I find additional documents and resources?

- Unconscious Bias-

<https://nsfadvance.rit.edu/programsInitiatives/biasEducation.php>

- Career Success-

<https://nsfadvance.rit.edu/resources/careerSuccess.php>

- Other Project Documents-

<https://nsfadvance.rit.edu/resources/projectDocuments.php>

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