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“TOP 10” AdvanceRIT PROJECT IMPACTS

Several important accomplishments follow and we will continue to work on all of these and more in the next year of the grant. This listing was created using information from our latest External Evaluator Report (NOV 2016) and the External Advisory Board memo (dated OCT 2016). RIT has successfully accomplished the following while working in a collaborative manner across the university through faculty and administrative partnerships, all in support of the goal and objectives of the NSF funded AdvanceRIT effort. The team has focused intensely on their three strategic approaches: cultural change, career navigation, and research.

1. Greater awareness of AdvanceRIT project and linkage with strategic goals of RIT.
2. Greater integration of faculty and administrators on cross-functional teams, building more transparency in the culture.
3. Further development of unconscious bias education for RIT faculty focuses on intentional cultural shift.
4. Significant grassroots engagement in AdvanceRIT’s work over the past years has added positive and amplifying energy to the program, helping to demonstrate the ongoing necessity and value of the work, while engaging a wider group of RIT faculty.
5. Policy and practice changes in support of managing work-life integration.
6. In terms of the institutionalization of project initiatives, administrative functions have been transferred to standing entities including: the exit interviews, salary equity data reports, and most recently the Dual Career Assistance Program, now led by the Human Resources staff.
7. Based on recipient feedback, the Connect Grant initiative, in its fourth round of awards with over 40 grants awarded to date for over \$250K, is a valuable addition to the array of internal resources for faculty development.
8. The AdvanceRIT programming has had a positive effect on senior women in STEM, who appreciate the attention to networking and the changes in awareness of issues among the faculty and administration.
9. Important faculty development and networking opportunities have grown from the project’s social science research strand. Efforts focused on deaf and hard of hearing women faculty and faculty women of color, have each produced important insights about the particular needs of women faculty in these subgroups.
10. AdvanceRIT has been a model of the organizational agility that is part of the university’s strategic plan as evidenced by the project’s nimble adaptation to changing circumstances.