
The 2017-2018 academic year *Connectivity* Series included:

Connections Welcome Breakfast, September 14, 2017

This event was hosted by AdvanceRIT and CREW to kick off the fall semester. The breakfast aimed to build and grow relationships among women faculty from across RIT campus. Participants were asked to submit a PowerPoint slide for a slideshow with any personal information they wanted to share, such as hobbies, family, aspirations, and research interests. Connections were made regarding academic, research, teaching, social, and work-life balance issues and accomplishments.

What Does Teaching Sound Like?, September 20, 2017

This session was part of the Distinguished Seminar Series hosted by Women in Science (WiSe), and supported by an AdvanceRIT Grant. Kimberly Tanner from San Francisco State University introduced “Decibel Analysis for Research in Teaching - A New Tool for Systematically Analyzing Teaching Practices across Instructors and Institutions.”

Kate Gleason College of Engineering Mentoring Workshop, October 2, 2017

In 2016, Mary Deane Sorcinelli, from the University of Massachusetts Amherst presented a workshop to our faculty and academic leaders on how faculty mentoring can offer a vital contribution to a successful academic career, particularly for women and faculty of color. In response, AdvanceRIT offered a one-hour session modeled after this interactive session. Participants identified common roadblocks to success for faculty across the career trajectory, recognized both traditional and emerging models of mentoring, explored how to design and implement a networked mentoring program, and discussed outcomes, best practices, and resources on network-based mentoring for use by faculty and administrators. The audience for this workshop was the KGCOE leadership team.

Advance Your Academic Writing Skills and Publishing Record: Tips, Tricks, and the Secret Sauce, October 11, 2017

This interactive and practical workshop introduced Dr. Kathleen P. King’s proven and powerful strategies to infuse new approaches and success into faculty’s writing skills and publishing records. Gleaned from over 15 years of coaching and teaching faculty and doctoral students, this motivating and informative workshop included specific techniques, strategies and templates to accelerate faculty writing productivity. In this workshop, we re-examined and transformed key writing practices as well as chart a personalized, focused publishing agenda and plan. The session was designed to meet the needs of faculty across a wide range of skills and expertise. “Kathy” works with faculty to develop a foundation for ramping up academic writing productivity, improving manuscript acceptance rates, tapping the power of technology tools to improve writing

and editing, and maximizing the benefits of writing with others, near and far. Dr. Kathleen P. King is a Professor and Program Director of Higher Education & Policy Studies at University of Central Florida, Orlando. The event was hosted by AdvanceRIT with support provided by the Office of the Provost, Office of Diversity and Inclusion, and The Wallace Center.

COLA Bystander Awareness Workshops, October 24, 2017 & November 6 and 7, 2017

Professor Maureen Scully from University of Massachusetts in Boston has visited RIT multiple times to lead bystander awareness education workshops through the NSF AdvanceRIT grant. Dr. Scully facilitated several workshops last fall with the assistance from True Story Theater and RIT Diversity Theater. Two workshops (2 hours each) for department chairs and academic leaders, one 2-hour workshop for full-time faculty, and one 2-hour workshop for staff were held, with a strong bystander awareness focus with time for practice, role-playing, and practical take-a ways. The last segment of each workshop provided time for the participants to plan/conceptualize what would be most helpful for this group's development in the future.

CIAS/SoFA Faculty-Student Interaction Workshop, November 3, 2017

Dr. Linda Manning, Senior Fellow, Centre on Governance from the University of Ottawa facilitated a workshop for the School of Film and Animation (SoFA). The workshop's title was "Create a Vibrant Learning Environment within Your Classroom: A Place Where Everyone Learns." The session target audience was SoFA full-time faculty and technical staff. For this dynamic and interactive session, participants were asked to come prepared to actively participate.

Publish Don't Perish: Increasing the Quality and Quantity of Your Publications, December 1, 2017

The workshop was intended primarily for junior faculty and doctoral students of any major. Attendees learned how to increase their publication quality and quantity. There was a presentation with a sharing and question/answer format, with some small group engagement; including discussing current research. The workshop leader covered the topics following the outline below. Others were encouraged to give tips and to answer and respond to other participant questions and give feedback on current research. Also, participants were asked to bring their current research to get feedback for improvement. Take-away tips related to the following topics below that are covered during the workshop: Foundations (developing a winning attitude and persistence), Selecting Topics and Publication Sources (requirements, niche, selecting journals), Matching Publication Sources (reviewers, referencing, formatting), Time Management (finding the time to publish and to be more productive), Multiplying Publications (coauthors, progression, mining your data, extending work), and Empirical Research (what to include in each part of your article). The event was hosted by AdvanceRIT, P&T SMARTS, and Faculty Development, and included guest speaker Dr. Robert N. Lussier.

Michigan Players: Responding to Student Climate Concerns, February 28, 2017 & March 1, 2018

All faculty and staff within Academic Affairs, Student Affairs, Division of Diversity and Inclusion, and other departments, who work closely with our students were invited to attend one or both sessions presented by the Michigan CRLT Players. The first of the two interactive sessions on February 28 included five actors, prompting participants to analyze a series of bias incidents from the perspective of a targeted student, reflect on their own experiences of marginalizing behaviour, and explore strategies for intervening effectively when they observe this behavior and for responding productively when a concern about their own behavior is raised. The second session on March 1 involved two actors, where participants considered the impacts of an “isolated” bias incident on a targeted student, reflected on the ways they listen to others’ stories about negative experiences of climate at RIT, and developed strategies for responding to concerns shared with them in ways that might mitigate rather than exacerbate existing climate concerns. This event included high attendance and great feedback.

Flying Through Barriers at NASA: Meet & Greet w/ Johanna Lucht, March 7, 2018

During a visit to RIT, Johanna Lucht, electronics engineer working for NASA Armstrong Flight Research Center, discussed her experiences as the sole deaf female engineer at NASA’s Armstrong Flight Research Center in Edwards, California, including her relationship with coworkers, the role of American Sign Language in STEM career, accommodations, challenges of being deaf and “flying” through barriers at NASA. Johanna also discussed events that led her to become the first deaf engineer to carry out an active role in NASA mission control during a crewed research flight, and share an overview of projects she works on to demonstrate technical signs she uses for projects. She also explained her decision behind each technical sign for interpreters and students to use in their career.

Network-Based Mentoring Programs to Support Faculty Connections, March 27, 2018

AdvanceRIT and key campus partners facilitated an 80 minute, faculty mentoring session to express the importance of mentoring relationships and how they offer a vital contribution to a successful academic career.

During the session, participants:

- Explored different models of mentoring
- Identified common roadblocks to success for faculty across the career trajectory
- Recognized both traditional and emerging models of mentoring
- Explored how to design and implement a networked mentoring program
- Discussed outcomes, best practices, and resources on network-based mentoring for use by faculty and administrators

Faculty Promotion: Strategies for Presenting a Strong Case Workshop: A Discussion with the Provost and Senior Leaders, April 6, 2018

This offering was part of the P³ Group program, however all interested faculty were invited to attend (including those who are not participating in the P³ Group program last year). For more Info on P³, please visit: <https://nsfadvance.rit.edu/program-sInitiatives/p3.php>

This workshop was for all full-time faculty interested in submitting a strong package for promotion OR were planning to do so in the near future. Tenured faculty seeking promotion to full professor and non-tenure track faculty seeking promotion to Senior or Principal Lecturer were invited to attend. Panelists for this session included Jeremy Haefner, Provost; Anne Haake, Dean of GCCIS; Sophia Maggelakis, Dean of COS; Twyla Cummings, Dean of Graduate Education; and Danielle Smith, Professor of Sociology & Honors Program Director. All panelists were asked to prepare answers to the following questions:

Can you give an example of a strategy someone used in making their case for promotion that you thought was particularly successful?

Can you share what you think are common mistakes that candidates make in preparing their package?

If your time since last promotion has involved both mostly-administrative time and teaching/research time – do you have suggestions on packaging our narrative to address needs of promotion guidelines?

Are there ever quotas or limits placed on the number of faculty who can be promoted in any given year?

P&T SMARTS, AdvanceRIT and CREW continue to actively support non-tenure-track, tenure-track, and tenured faculty to develop successful careers by offering a series of workshops crafted to provide information, skills, and strategies they may need for career navigation.

Let's Talk about Money: Understanding RIT Pay Practices, April 17, 2018

All full-time faculty members were invited to attend an interactive workshop titled “Let’s Talk about Money: Understanding RIT Pay Practices” where participants were shown salary-related resources available today, and explored how to shape future thinking and discussions regarding salary. This was a hands-on, 80-minute session, where participants discussed what RIT has learned from past studies regarding faculty salary and then explored salary-related resources. Learning objectives included realizing learnings from past salary studies conducted at RIT, obtaining salary-related information from Oracle and HR website and check accuracy, and understanding RIT salary processes. Facilitators included Professors Margaret Bailey (KGCOE) Carol Marchetti (COS/Math), Maureen Valentine (CAST) from the AdvanceRIT Leadership Team and Judy Bender and Christina Ross from RIT Human Resources. The event was co-sponsored by P&T SMARTS, CREW, and Advocates & Allies.

What's Your Impact? Evaluating Programs & Grants: Looking at outcomes of Connect Grants & the Connectivity Series, April 19, 2018

Dr. Liz Litzler is the Director of the University of Washington Center for Evaluation & Research for STEM Equity, and has evaluated some of AdvanceRIT's programs. Her presentation shared results from the evaluation of the *Connect Grants* and the *Connectivity Series*. Many stakeholders participated in the evaluations, and AdvanceRIT wanted to share the outcomes and impact with the RIT community. The session also engaged attendees through a discussion of the results and solicited thoughts about moving these programs forward. All interested faculty and staff were invited to attend.

Faculty Promotion: University & College Promotion Policies, April 20, 2018

This offering was part of the P³ Group program, however all interested faculty were invited to attend (including those who are not participating in the P³ Group program last year). For more Info on P³, please visit: <https://nsfadvance.rit.edu/program-sInitiatives/p3.php>

This workshop was for all full-time faculty who wanted to submit a strong package for promotion OR were planning to do so in the near future. Workshop facilitators included Professors Margaret Bailey (KGOE) and Maureen Valentine (CAST) from the AdvanceRIT Leadership Team.

Through an interactive discussion, we stepped through the university policy on promotion (E6.0) and asked each of you to describe and discuss your college-level promotion policy in small groups assembled by college. Questions from groups helped shape the remainder of the session. In addition, tips were shared on how to best assemble your listing of accomplishments - what you did/accomplished in scholarship, in service - highlight leadership activities, in teaching - describe how you provide learning opportunities for students outside of the classroom, etc.

Gender Bias in Student Evaluations Coffee Chat, April 23, 2018

Kristina Mitchell, Director of Undergraduate Studies at Texas Tech University, arrived at RIT to present her research that explores the relationship between gender and teaching evaluations using both content analysis in student evaluations (both formal university evaluations and informal online evaluations), and quantitative analysis of students' ordinal scoring of their instructors. Many universities utilize teaching evaluations as part of consideration for tenure, compensation, or other employment decisions. But in doing so, universities may be engaging in discriminatory practices against female academics. She and her co-author found both that the language students use in evaluation comments regarding male professors is significantly different than language used in evaluating female professors, and that a male instructor administering an identical online course as a female instructor receives higher ordinal scores in teaching evaluations, even when the questions asked relate only to the content of the identical courses. Dr. Mitchell discussed the real-world consequences of these results: both in potential discrimination in employment decisions against

women in higher education, as well as in the interactions and language that women in higher education must endure that their male counterparts rarely do.

Child Feeding Guidance presented by Ellyn Satter, April 24-25, 2018

Ellyn Satter, registered dietitian nutritionist and family therapist, is a leading authority on feeding and eating. Satter is the author of the Division of Responsibility in Feeding, the gold standard for feeding children. Parents credit Satter's methods with allowing them to have relaxed and enjoyable mealtimes and raising children who eat well and grow in ways that are right for them. Ellyn helped RIT faculty and staff learn how to address child feeding issues to enhance work life quality and reduce mealtime stress. Supported by an AdvanceRIT *Connect* Grant.

Bystander Awareness Workshops with Professor Maureen Scully & Diversity Theater, May 1 & 2, 2018

All full-time faculty members, academic leaders, and staff who work closely with our students were invited to attend an interactive workshop which focused on bystander awareness, with included time for discussion, practice, role-playing (voluntary), and practical take-a ways. Professor Maureen Scully from University of Massachusetts in Boston has visited RIT several times to lead effective bystander awareness education workshops through AdvanceRIT and in collaboration with RIT's Diversity Theater. Tina Chapman DaCosta, Director of RIT Diversity Theater, has partnered with AdvanceRIT on several occasions to present interactive theatre-based workshops. In this event, Dr. Scully and Tina Chapman DaCosta offered a uniquely designed workshop using Playback Theatre, a form of improvisational theatre where participants share stories that are enacted on the spot. These stories form the basis for shared learning and further reflection on how to support an inclusive climate. This event was hosted by AdvanceRIT in collaboration with Student Affairs, Division of Diversity & Inclusion, Title IX Office, Ombud's Office, Human Resources, and several units within Academic Affairs.

Faculty Promotion: External Letters and Research Statements, May 4, 2018

This offering was part of the P³ Group program, however all interested faculty were invited to attend (including those who are not participating in the P³ Group program last year). For more Info on P³, please visit: <https://nsfadvance.rit.edu/program-sInitiatives/p3.php>

The workshop was for all full-time faculty who wanted to submit a strong package for promotion OR were planning to do so in the near future. This session explored how to best prepare materials for external reviewers and identify potential reviewers. Participants were asked to get a copy of a colleague's promotion package (or a portion, such as their research statement). We did not share these with each other, but rather discussed what we learned from reviewing someone else's statement by asking ourselves the following questions:

- How well did they sell their work?

- Were there interesting strategies/formatting used?
- Were there things you thought could have been done better?

We shared strategies for selecting reviewers and our experience with the process. Did they say yes? What does the university policy say regarding external letters? Participants were also asked to bring a copy of their college's promotion policy. Facilitators included Professors Carol Marchetti (COS) and Sara Schley (NTID) from the AdvanceRIT Leadership Team.