

Dear Colleagues,

It gives me great pleasure to announce that with the conclusion of RIT's NSF ADVANCE grant on August 31, 2018, the University will establish its own institutional ADVANCE RIT office. We are also delighted that Dr. Margaret Bailey has agreed to serve as the interim director (.5 position) for the 2018-2019 academic year.

As many of you know, Dr. Bailey served as the Principal Investigator on two NSF ADVANCE funded projects from 2008-2018. The most recent project encompassed a university-level institutional transformation effort to advance the careers and the representation of women faculty at RIT through culture change and career navigation initiatives, commonly known as **AdvanceRIT**. Dr. Bailey oversaw the creation, administration, evaluation and refinement of over twenty programs and initiatives that comprised the **AdvanceRIT** portfolio--all in support of improving the university's ability to attract, retain and advance the careers of women faculty, including women of color and deaf/hard of hearing women.

Many in our community have had the opportunity to participate in **AdvanceRIT** activities including the Connectivity Series professional development events, Michigan Players workshops, unconscious bias education workshops, Promotion Package Preparation (P3) program, or P&T Smarts program. (Detail on all **ADVANCE** initiatives can be found on the ADVANCE website [www.rit.edu/nsfadvance/](http://www.rit.edu/nsfadvance/) Margaret's leadership has been significant and together with the **AdvanceRIT** team, programming has resulted in policy/practice changes as well as increased institutional recognition regarding the necessity and value of this work.

Dr. Bailey is a professor of mechanical engineering in the Kate Gleason College of Engineering. She holds a Ph.D., in civil, environmental and architectural engineering from the University of Colorado at Boulder and a BS in architectural engineering from Pennsylvania State University. She serves as co-author on a major engineering textbook, *Fundamentals of Engineering Thermodynamics*, currently in its 9<sup>th</sup> edition and most widely used textbook of its kind in the world. She was the founder and first executive director of Women Engineers at RIT (WE@RIT), a program to increase enrollment of women in engineering programs. Last year, Dr. Bailey received the Isaac L. Jordon Faculty Pluralism Award.

Please join me in congratulating Dr. Bailey for her record of accomplishment and her appointment.

*Chris*