**Story Title:** ADVANCE R.I.T. for women faculty in science, engineering, computing and technology

**Graphic Description:** The graphic contains a mix of text and data visualizations related to the ADVANCE R.I.T. initiative. The title is prominent in the center, accompanied by various graphs and charts illustrating statistics and trends relevant to the initiative. The content is divided into sections, each with its own heading, such as "HR Objective Data Review Areas" and "Project Activities: Objective Data Review." The data is presented in a way that highlights key points and findings related to the initiative's progress and impact.

**Text Extract:**

**Advance Project Description**

**Effort R.I.T. Phase I**

**Establishing the Foundation for Future Organizational Reform and Transformation**

- A 2-year study across RIT colleges with Science, Technology, Engineering and Mathematics (STEM) departments involved to collect and analyze data on the future STEM women in RIT as well as academic advising and commuter town initiatives in RIT.

**Project Background**

What is the motivation behind the project?
- Low percentage of women faculty in certain STEM disciplines
- Organization poised for change
- Organization committed to diversity
- Supportive administration, part of strategic vision for the University

**Current Initiatives on Campus**

- AALANA and women faculty mentoring
- Faculty Associate for Female Faculty
- Women faculty recruitment
- Academic Equity and Diversity Advisory Committee
- Emerging Leaders Program
- Diversity Scorecard

**Project Management Team**

- **Director:** Margaret Bailey, RIT Faculty, Co-Chair, J. Mozrall, KGCOE, Howard Ward, Interim Chief Diversity Office
- **Assistant Director:** Donna Rubin, Director of the Women's Center
- **Associate Director:** M. Renee Baker, Director of Faculty Recruitment
- **Lead Team Members:** DeBartolo, KGCOE, Bailey, RIT Faculty, Co-Chair, Mozrall, KGCOE, Bailey, RIT Faculty, Co-Chair

**Program Activities:**

- **Objective Data Review**
  - Cohort analysis of tenure and promotion, including to full professor
  - Number of tenure-track STEM professors and gender with years-in-rank
  - Baseline Years in Rank at Associate, hired as Assistant T-TT
  - Baseline Years in Rank at Associate, hired as Associate T-TT
  - Current Associate Professors—T-TT STEM Breakdown by Tenure Track
  - Baseline Years in Rank at Associate, hired as Assistant T-TT
  - Baseline Years in Rank at Associate, hired as Associate T-TT
  - Current Associate Professors—T-TT STEM Breakdown by Tenure Track

- **Activity Plan and Strategy**
  - Visits to organizations and schools
  - Meetings with academic advisors
  - Focus groups with faculty and students
  - Surveys and questionnaires
  - Focus groups with students and faculty
  - Interviews with department heads

**Progress to Date**

- Cataloged: 1,000 total bibliographic records identified as potential references
- Reviewed: 500 total bibliographic records identified as potential references
- Identified 200 potential references for transcriptions
- Identified 150 potential references for transcriptions
- Identified 100 potential references for transcriptions
- Identified 50 potential references for transcriptions
- Identified 25 potential references for transcriptions
- Identified 10 potential references for transcriptions
- Identified 5 potential references for transcriptions
- Identified 1 potential reference for transcriptions

**HR Objective Data Review Areas**

**Objectives:**

- Collect Baseline Data as of October 2008 to allow review of progress over time
- Evaluate progress over time
- Create Best Practice Review Areas
- Evaluate progress in best practice areas

**Project Activities: Objective Data Review**

- **Recruitment Activity**
  - **Application**
  - **Hires**
  - **Promotion and Tenure**
  - **Leadership**
  - **Resources**
  - **Salary**
  - **Benchmarking where data is available**