

Overview

Funded through a National Science Foundation ADVANCE Institutional Transformation grant (NSF 1209115), with additional support provided by the university, AdvanceRIT is a long-term, multi-faceted project designed to increase and advance women faculty in Science, Technology, Engineering, and Mathematics (STEM) disciplines at RIT. Additionally, the project examines the unique challenges experienced by women faculty of color and Deaf and Hard-of-Hearing faculty, and adapts interventions to address the needs of these key sub-populations.

An Array of Impact Areas and Initiatives

CULTURAL CHANGE

- » Women of Color (WoC) *Connectivity Series*
- » Deaf and Hard-of-Hearing (DHH) *Connectivity Series*
- » Advocates and Allies
- » Unconscious Bias Education
- » Aligned Organizations (CREW, WISE, PCW, WGS, Diversity Theatre, Q Center, Academic Senate)

CAREER NAVIGATION

- » *Connectivity Series*
- » *Connect Grants Program*
- » Resource Allocation Committee (RAC)
- » P&T Smarts
- » Promotion Package Preparation (P³)
- » AdvanceRIT Team
- » Dual Career Program
- » Faculty Evaluation Policy/Practice

RESEARCH

- » Data Sources (COACHE, Indicators, Exit Survey, Great Places to Work)
- » WoC and DHH Lived Experiences

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Reimagining our Careers and Campus Culture

Team Members

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Transforming Recruitment, Retention and
Advancement for Women Faculty in STEM
Disciplines at RIT