

ADVANCERIT

Increase the representation, retention, and career advancement of women faculty in STEM and SBS fields with a focus on women faculty of color and deaf and hard-of-hearing faculty.

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STRATEGIC APPROACHES

CULTURAL CHANGE

- **Women of Color (WoC) Connectivity Series**
- **Deaf and Hard-of-Hearing (DHH) Connectivity Series**
- **Advocates and Allies (NSF Grant No. 1500604)**
- **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 Source Analysis (COACHE, NSF Indicators, Faculty Exit Survey, Great Places to Work)**
- **Women of Color and Deaf and Hard-of-Hearing Women Faculty Lived Experiences**

OBJECTIVES TO BE EVALUATED

STRUCTURAL:

Refine and strengthen targeted institutional structures, and install practices promoting representation and advancement of women faculty.

HUMAN RESOURCES:

Improve the quality of women faculty work life, professional development, and incentive/reward structures.

POLITICAL:

Align institutional, administrative, and informal systems of power and resources to support and sustain progress by shaping the political frameworks that impact representation and advancement of women.

SYMBOLIC:

Enhance the working environment and support career development for women faculty using symbolic measures which emphasize issues of meaning within the organization.

EVALUATION DATA SOURCES

- **Surveys (COACHE, Faculty Exit Survey, Great Places to Work)**
- **NSF Indicators (Office of Faculty Recruitment (OFR), Human Resources (HR), Institutional Research (IR), Provost, Division of Diversity and Inclusion (DDI))**
- **Resource Allocation Committee (RAC) Salary Equity Study**
- **Faculty Academic Awards Analysis**
- **Site Visits, Interviews, and Focus Groups**
- **Data Analysis and Policy Review**
- **Meeting and Event Attendance and Feedback**
- **RIT Strategic Plan, Greatness through Difference (2015-2025)**