Collaboration
Can provide better results than working solo
Requires:
- Courage to take risk with control
- Trust that your team can achieve results
- Sharing resources, funding, and credit
Not suitable for all circumstances or all people

AdvanceRIT Structure
- Leadership Team
- Social Science Research Teams
- Executive Advisory Committee
- Resource Allocation Committee
- COACHE Taskforce
- Connect Grants
- DHRI and WAC Community Series

AdvanceRIT Leadership Team
CORE GRANT TEAM
- "Shine a light" and provide structure
- "Reveal barriers & opportunities"
- Collaborate on change initiatives
- Study DHRI and WAC sub-populations

CAMPUS PARTNERS
- Develop processes in their areas
- Faculty Career Development Services
- Admissions meeting programs, grants, and awards
- Office of Diversity & Inclusion
- Computer programs, share best practices
- Human Resources
- Recruitment processes, work/life balance support, exit interviews

Goals:
- Collaborations develop processes for change
- Process "owners" not accountable to Advance
- Relationships strained by differing objectives

Change Drivers
- Development within campus structures
- Lessons from prior diversity initiatives

Social Science Research Teams
- Impact of institutional climate on advancement
- Deaf and Hearing Women Team
- Women of Color Team
- Deaf and Hard of Hearing Women Team
- Women of Color and deaf and hard-of-color and other symbolic aspects of women faculty through social and behavioral science research
- Increase representation of underrepresented minority faculty in science, technology, engineering, and mathematics (STEM) including social and behavioral science (SBS) fields and women faculty in other fields

Executive Advisory Committee
- Engage Top Campus Leadership
- Monthly strategy meetings
- Campus partners report out
- Guided by Advance co-Fund RIT CEO

Challenges:
- Getting others to put "skin in the game"

Benefits of COACHE Structure
- Upper Administrative support in new advances

Change Drivers
- Increased success; obstacles identified

Resource Allocation Committee
Engages Faculty and Administrators
- Resource allocations
- Perceptions of processes
- Salary equity analysis

Benefits of DHRI Structure
- Checks & balances promote trust in process and outcomes

Change Drivers
- Formal RFP-driven consensus

COACHE Taskforce
Engages Faculty and Admin across campus
- Understands results of COACHE survey
- Disseminate results
- Broader audience for the message

Challenges:
- Moving beyond the data to "learn why"

Change Drivers
- Generating conversation and LISTENING

Connectivity Series
Develops strategies and competencies:
- Career satisfaction
- Work-life balance
- Leadership
- Scholarship
- Recognition

Benefits of Self-Design
- Increased satisfaction of successful events

Challenges:
- Establishing trust

Change Drivers
- Faculty develop self-advisory

RIT Women STEM Faculty Prior to 2012
- Barriers:
  - Career navigation, climate, work-life balance issues
- Applicants
- % below national pool availability
- Upon Hire:
  - Less credit towards tenure, fewer hired above Assistant Professor rank
- Faculty:
  - % below national average
- Attrition rate
  - Twice the rate of male colleagues
- Unexplained salary differences
  - By gender (2010)

Change Strategy
"Working together to succeed"

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