

**CALL FOR PROPOSALS**  
**RU-FAIR Professorships**

**Rutgers University for Faculty Advancement and Institutional Re-imagination (RU FAIR)**  
**Supported by the National Science Foundation ADVANCE Program**

The Rutgers University Office for the Promotion of Women in Science, Mathematics and Engineering (WiSEM) has been awarded a five-year Institutional Transformation grant for \$3.67 million dollars from the ADVANCE program of the National Science Foundation. The grant will run from September 1, 2008 – August 31, 2013 and will serve the Camden, Newark, and New Brunswick campuses of Rutgers University. The RU-FAIR professors will join Joan W. Bennett, Principle investigator (PI) and Co PI's Patricia Roos, Catherine Duckett and Nancy Rosoff in the management of the multi-campus initiatives surrounding the improvement of gender equity for SEM women on the Rutgers University faculty. Named RU-FAIR professors will be provided with funds to provide time and resources to develop their own gender equity programs as well as to participate in the management of the NSF ADVANCE program at Rutgers University.

**RU FAIR Professorships**

Three distinguished senior SEM faculty members will be selected to become RU- FAIR professors. Each professor will serve as a university leader, who fosters mentoring, promotes diversity, facilitates communication, and mediates between faculty and administration members with the goal of achieving improved gender equity at Rutgers University. The overall goal of the RU FAIR initiative is to remove barriers to the recruitment and retention of women faculty, to advocate for greater diversity in senior leadership positions, and to provide higher visibility to the achievements of Rutgers women faculty in SEM disciplines. The RU FAIR professors are central to our vision of institutional transformation at Rutgers University.

RU FAIR Professors will work as part of a team with the PIs and Co PIs and the members of the Advisory Committee in the management of the activities across Rutgers University. We expect that RU-FAIR professors will take a visible role in recruitment activities when searches are conducted in their discipline or academic unit. RU-FAIR professors will also have a formative influence on the progress of the RU-FAIR initiative because they will be members of the RU-FAIR management team, evaluating and selecting recipients for RU- Life Cycle Grants, and RU-FAIR mini-grants. Although membership in the management team is the main responsibility, we expect each RU-FAIR professor to organize and implement her/his own proposed program of activities.

Three RU FAIR Professors will be selected; however, creative proposals to share a professorship between two people will be considered. Each RU FAIR Professor will serve for two years with the option to renew for another one to two and a half years. Each professorship will be accompanied by an annual budget of \$50,000/year. The successful application will

detail mechanisms for improving conditions for the retention of women and minorities in specific units. Units may be a college or campus, or may be structured along the lines of an area of scientific inquiry, such as computer or biological sciences. The Newark and Camden campuses in particular would benefit from having an RU-FAIR professor who can work with respective local departments to develop campus-appropriate strategies and we will make a special effort to encourage applications from those campuses.

RU FAIR Professors will be selected based on a competitive application process. All tenured senior SEM professors with long standing interests in the study of science or women in science at Rutgers are eligible to apply.

Examples of activities that might be undertaken by an RU Fair Professor include:

- Expansion of interdisciplinary collaborations within a campus or school through creation of joint ventures with women's studies programs or diversity programs.
- Bringing together of focused research studies on gender differences in science (e.g. Are labs inherently androcentric?)
- Coordination of electronic communications and program development for improved dissemination of information.
- Development of creative partnerships between social and natural scientists that focus on gender equity.
- Participation in programming on topics relating to women's professional development, including leadership training, personal development workshops, career seminars and negotiation skills.
- Sponsorship of events at different schools and campuses thereby giving SEM faculty more opportunities to interact with one another as well as to share their ideas and to communicate their needs.

## **Background**

In brief, the NSF grant will support five interrelated initiatives to increase the participation and advancement of faculty women in science, engineering, and mathematics (SEM) on all three Rutgers campuses. Specifically: 1) The Recruitment and Retention Initiative seeks to increase the number of women, particularly minority women, on the Rutgers SEM faculty. 2) The Communication Initiative will focus on communications across campuses and departments. 3) The Networking and Liaisons Initiative will build collaborations between Rutgers SEM faculty and the Rutgers Institute for Women's Leadership (IWL) through such mechanisms as interdisciplinary mini-grants. 4) The Visibility Initiative will promote Rutgers women SEM faculty through expanded faculty profiles and mini autobiographies on the WiSEM web site, sponsorship of a lecture series of prominent women faculty, targeted nominations of distinguished faculty members and outstanding postdoctoral associates for awards, and solicitation of press coverage for Rutgers research. 5) Our Family Initiative will bolster the resources available for dual career families and for families with children. The full text of the NSF RU FAIR proposal is posted at <http://sciencewomen.rutgers.edu/> under the announcements for August 15, 2008.

**Application process**

The proposal should be 3 -4 pages in length, including a narrative outlining proposed activities. The narrative should include details for how the proposed plan will help meet ADVANCE objectives, and a description of past involvement in promotion of women and minority faculty activities. Where appropriate, give citations to the literature. In addition, submit current *curriculum vitae*, a proposed budget and a budget justification. The c.v. and budget are not part of the page limit. The template of the Office of Research and Sponsored Projects is preferred for proposed budgets, however, an excel spreadsheet also is acceptable. Proposal narrative and cv's should be submitted in pdf or doc format. Proposals should be submitted online to [sciwomen@rci.rutgers.edu](mailto:sciwomen@rci.rutgers.edu) by 5pm on December 1, 2008. Interviews may be required of finalists as will the ORSP endorsement form documenting support from the faculty member's dean and chair.

Faculty members who become RU FAIR Professors will be expected to submit yearly summary reports to the RU-FAIR Management board. These reports may be presented at University-wide meetings and will be submitted to NSF as part of our annual reports. Professors will be eligible for renewal at the end of their two year appointment.

**Selection Criteria**

Candidates will be evaluated on the strength of their professional backgrounds and their commitment to issues of gender equity. Proposals will be evaluated based on the need for recommended initiatives, the relationship of the initiatives to pre-existing research and university structures and sensitivity to local needs. The selection committee will include the PI, CoPIs, and an Internal Advisory Board.