Office for the Promotion of Women in Science, Engineering and Mathematics (SciWomen)

Rutgers University

RU FAIR/NSF ADVANCE

Quarterly Report
May 15, 2012 – August 31, 2012
Significant Accomplishments

Camden RUFAIR Professor Georgia Arbuckle-Keil presented, “NSF ADVANCE-Grants for the Advancement of Female Faculty” at the American Chemical Society meeting in Philadelphia, PA in August. Also in August, Graduate Assistant, Crystal Bedley gave a presentation titled “Monoracial and Multiracial Attitudes Towards Racial Inequality” at the annual meeting for the Society of Social Problems (SSSP). Ms. Bedley won the SSSP’s Best Graduate Student Paper Award for the Race/Ethnicity Section for this work. Ms. Bedley also gave a presentation (with Assistant Professor of Sociology, Catherine Lee) at the American Sociological Association, titled “Challenges to Social Constructionism in the Genomics Era” in Denver, CO. P.I. Joan W. Bennett wrapped up her year as a member of the National Research Council Committee on “Women of Color in Academia” by submitting written testimony describing RU FAIR ADVANCE-supported Women of Color Scholars Initiative, and by chairing a panel titled, “Putting a Face to a Statistic: A Panel of Women of Color in Academia” at the June 2012 Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia conference. In addition, Dr. Bennett organized and then chaired a panel on “Women in industrial microbiology” at the August 2012 annual meeting of the Society for Industrial Microbiology and Biotechnology meeting in Washington, DC. Finally, Dr. Bennett has been invited to join the Committee on Women in Science, Engineering and Medicine of the National Research Council.

In other accomplishments, RU FAIR ADVANCE has nominated two female science faculty members from the New Brunswick campus for the National Women's History Project's Women's History Month Honorees. Another renowned female scientist from the Newark Campus has been nominated for Rutgers Hall of Distinguished Alumni Award. Decisions on award status are pending consideration.

- New Brunswick Activities

On May 18th, RU FAIR ADVANCE held its Spring Consortium meeting focused on sustaining the Women of Color Scholars (WoCS) Initiative. In attendance were 22 individuals including representation from the University's senior administrators, deans, faculty and RU FAIR ADVANCE staff. Jorge Schement, Dean of the School of Communication, Information and Library Studies, provided RU FAIR ADVANCE's internal advisory board with an update on his working group charged with making recommendations regarding the hiring and retention of underrepresented minorities and women to Interim University President, Richard Edwards. Schement emphasized the importance of departmental culture in shaping the hiring and retention of these faculty. Following Schement, WoCSI Director, Rocío Magaña, continued the discussion by providing an overview of the accomplishments of the Initiative and then hosting a break-out session to discuss avenues for future funding as well as
suggestions for an institutional home for the Initiative. Outcomes of the meeting include identification of potential internal (e.g. Rutgers Academic Affairs) and external (e.g. Sloane, and Mellon foundations) funding sources. The Consortium members also recommended that the Women of Color Scholars interviews being conducted by Graduate Assistant Crystal Bedley (under the guidance of WoCSI founder Robyn Rodriguez and RU FAIR Director Natalie Batmanian) be continued in order to learn more about the barriers impacting women of color faculty within their departments.

This quarter, RU FAIR ADVANCE announced the fourth cycle of the Life Cycle Grant Awards. Based on evaluation data (see Evaluation section below), RU FAIR ADVANCE increased the award amount from “up to $5,000 per award” to “up to $30,000 per award” for this grant cycle. In July, the reviewers selected six Life Cycle grant recipients from the 15 applications received. The average award amount is $15,000, with a range from $9,000 to $19,000. Five of the award recipients are assistant professors, two recipients are self-identified women of color, and one recipient is a full professor. In addition, four of the six recipients are social scientists and two are laboratory scientists. In terms of geography, four of the recipients are from the New Brunswick campus; one is from Newark; and one is from Camden, making this cycle’s awardees one of the most diverse group of awardees to date.

On June 6th, RU FAIR ADVANCE hosted the annual Sciwomen Deck Party. Promoting RU FAIR ADVANCE’s visibility and networking initiatives, 60 people attended the barbecue luncheon, including faculty, students and staff from all three campuses. At this event, faculty members had the opportunity to have a professional photographer take a “headshot”. In total, 45 members of the Rutgers community received updated head shots at our event. Following the luncheon, 28 people attended Ken Branson’s (Rutgers Media Relations) special workshop titled, “Refresh the Public Face of Your Academic Work.” The purpose of this workshop was to teach about the role of media relations at the University, what reporters do (and don’t do) in the modern age of journalism, and how to pull a compelling story out of one’s research, including how to support individuals as they improve their “elevator pitch.” Event evaluations show that participants found the workshop to be beneficial. Specifically, participants report that they learned at least one new approach for describing their research in simple and clear language (with an average agreement rating of 3.7 on the five point scale).

In early June, RU FAIR ADVANCE also hosted a special Introductory Improvisation Workshops for Women Faculty in STEM, with a follow-up workshop offered in August. This workshop was open to women who are post docs, non-tenure track faculty, tenure track faculty or tenured faculty in STEM or health sciences. Using theatre skills that build the foundation for improvisation, participants learned how to communicate with their audience (big or small) by being present in the conversation by learning skills to engage with others, not just talk at them. Participants have found the workshop can improve not only their presentation skills, but also their
communication skills in collaborative team environments and in casual settings as well.

Natalie Batmanian (Director of RU FAIR ADVANCE), Yvonne Gonzalez (Program Coordinator) and Helen Buettner (RU FAIR Professor-New Brunswick) have held a series of planning meetings to create Spring leadership workshops for senior female science faculty to further support the retention and promotion of these faculty. The goal of these workshops continues to be to increase representation of women in high level administrative positions. These workshops will feature guest lectures given by key high level administrators from Rutgers and other similar institutions to share insights about advancement with this cohort of women.

During this quarter, the Objective Analysis of Self and Institution Seminar (OASIS) Leadership and Professional Development Program is now making a national impact. Currently, OASIS is being modeled by Shippensburg University, and its partners in Central Pennsylvania, as part of their ADVANCE PAID grant titled “STEM-UP PA”.

To further support the promotion of STEM female faculty, the RU FAIR ADVANCE team has partnered with Take Flight Solutions LLC to develop a provocative new approach to preparing women for leadership positions. In Spring 2013, an intensive two-day workshop series will be offered, providing participants with woman-oriented leadership training, coupled with a piloting experience. Current planning efforts are focused on identifying and recruiting the participant cohort and developing suitable evaluation tools.

Visibility

RU FAIR Director, Natalie Batmanian attended two meetings in June, both held in Washington D.C: the Joint Annual Meeting for the Association for Women in Science; and, along with Graduate Assistant, Crystal Bedley, she attended the National Academy of Sciences meeting, Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia conference. Both meetings focused on women of color science faculty. An important outcome of Dr. Batmanian’s and Ms. Bedley’s participation was to increase RU FAIR ADVANCE’s network and collaborations with ADVANCE faculty. In addition, these conferences provided RU FAIR ADVANCE with numerous published and on-line resources that support women of color faculty. The team is in the process of placing these materials in one centralized location on the Sciwomen website.

Training

In June, some members of the RU FAIR Team attended a three-day Rutgers workshop to learn about creating Faculty Learning Communities (FLC). The goal of the workshop was to give faculty-staff teams knowledge and tools to create cohort-based or topic-based faculty groups which aim to tackle issues in their academic
communities. The RU FAIR team goal to create two topic-based FLCs that will work together from Spring 2013 to Fall 2013 to strengthen the STEM community at Rutgers.

- **Camden Activities**

  *Eminent Women in Science Seminar:*

RU FAIR Camden successfully organized and hosted an Eminent Scholar Seminar Series including: “Geometric Reconfiguration” presented by Diane Souvaine, Professor of Computer Science, Tufts University, “Converging Spaces” presented by Christina Sormani, Professor of Mathematics, CUNY, and “Overcoming Health Disparities – HIV/AIDS intervention for African-American Women” presented by Gina Wingood, Professor of Public Health, Emory University. The Souvaine Seminar garnered 46 attendees. Of those completing evaluation surveys (N=31), the data from these surveys show that participants strongly agreed that the seminar was valuable to their career advancement (with an average agreement rating of 4.7 on the five point scale), as well as provided the opportunity to network with other scientists (average agreement rating of 4.3). The Sormani Seminar garnered 27 attendees, 19 of whom completed event evaluations. The evaluation data show that participants also found this seminar valuable to their career advancement (average agreement of 3.8) as well as an opportunity to network (average agreement of 3.6). Finally, the Wingood seminar had 51 attendees. Using the same event evaluation measures, participants strongly agreed that this seminar was valuable to their career advancement (average agreement of 4.5) as well as an important opportunity for networking with other scientists (average agreement of 4.4).

The successes of these seminars have developed into plans to continue the Eminent Scholar Seminars in the upcoming academic year. The confirmed scholars to date are Sharon Haynie, Chemist at A I DuPont, Wilmington, DE, and Joan Shea, Professor of Physics, University of California, Santa Barbara.

*OASIS:*

This summer RU FAIR Camden hosted three OASIS Summer Circle luncheons (July 10, August 7, and August 23, 2012). The luncheons provided collaboration and networking opportunities for the participants of the OASIS program since 2008. Those in attendance included ten female faculty members from several universities in the Southern New Jersey region.

Due to scheduling conflicts that prevented implementation of the standard OASIS four workshop framework in Camden, RU FAIR will be hosting a la carte workshops this fall to facilitate the ability of faculty to attend the sessions on topics of choice as schedules allow. The planned workshops include: Judith Katz, EdD “Who Are You? – Understanding Your Personality and Effectively Working with Others”, and Ken
Branson, “Distilling Your Message- Public Relations to Increase Your Research and Publications”.

**Southern New Jersey SciWomen in Academics Initiative:**

Additionally, the Camden campus hosted an initial planning session of the Southern New Jersey SciWomen in Academics. The meeting was a collaboration of female faculty from Camden County College, Rowan University, Rutgers University-Camden, Stockton State College, University of Medicine and Dentistry New Jersey to prepare for application of a PAID grant. The meeting was attended by twelve faculty members representing all of the universities in the region. There were several initiatives resulting in the meeting and they will be working together to build a multi-university collaboration for the South Jersey region.

**Mini-grants:**

Camden campus distributed two calls for RU FAIR Mini-grants resulting in six awards. The funds have been used to support; 1) John Dighton, Professor of Biology at Rutgers-Camden to work collaboratively with two female faculty members, Dr. Zhang and Dr. Barkay at the School of Environmental & Biological Sciences (SEBS) at Rutgers-New Brunswick, 2) a joint collaboration among Dr. Jeannette Haviland-Jones, Professor of Psychology, Rutgers-New Brunswick, Dr. Charlotte Markey, Associate Professor of Psychology, Rutgers-Camden, Dr. Maureen Morrin, Professor of Marketing, Rutgers-Camden, and Tracy Rank, 1st year doctoral student, Marketing Science, Rutgers-Newark, 3) Jane Siegel, an Associate Professor of Sociology, 4) Mary Bravo, an Associate Professor of Psychology, 5) Grace Brannigan, an Assistant Professor of Physics, and 6) Charlotte Markey, Associate Professor of Psychology.

The success of the Mini-grants led to the RU FAIR Camden disseminating a call for proposals for mini-grants due September 17, 2012. The Mini-grants will be awarded October 1, 2012 with all funds expended by March 31, 2013. The grants are important for the career advancement and continued research of female faculty at Rutgers, Camden.

**Travel Awards:**

Camden RU FAIR travel awards support the advancement of women faculty in the STEM areas. The travel awards for this quarter went to: 1) Elizabeth Demaray, Associate Professor of Fine Arts, 2) Charlotte Markey, Associate Professor of Psychology, 3) Joan Maya Mazelis, Assistant Professor of Sociology, 4) Lauren Silver, sociologist and Assistant Professor of Childhood Studies, 5) Robin Stevens, Assistant Professor of Childhood Studies, and 6) Haydee Herrera, Associate Professor of Mathematics.
Visibility:

Pam Gleason, Program Coordinator, attended the 6th annual New Jersey Women in Science held at Mercer County College. The event, including a networking lunch, offered a chance to team up with local education outreaches in the community.

- Newark Activities

In response to the Spring consortium meeting, Newark RU FAIR Professor, Jyl Josephson, has been working with Graduate Assistant Crystal Bedley to conduct interviews with women of color assistant professors on the Newark campus. Currently, this evaluation project is recruiting and interviewing participants, with plans to wrap up interviewing by the end of Fall semester.

Project Evaluation

In late May, our external evaluation, Mary McCain, conducted her second site visit (the last being in October 2010). During this visit, she met with six members of the New Brunswick RU FAIR ADVANCE Team – Joan W. Bennett (PI), Helen Buettner (Co-PI), Natalie Batmanian (Director), Yvonne Gonzalez (Program Coordinator), Ronnie Kauder (Internal Evaluator), and Crystal Bedley (Graduate Assistant). The purpose of the visit was to capture RU FAIR team members perspectives on both the evaluation process and the evaluation findings to date for five (5) key RU FAIR initiatives: Life Cycle Grants, OASIS Professional Development and Leadership Program, Women of Color Scholars Initiative (WoCSI), Mini-Grants, and RU FAIR Professorships.

McCain’s visit coincided with strategic planning for the final year of the grant. The outcome of this joint meeting led to a $20,000 per award increase in life cycle grant funds and additional staff support for RU FAIR Professors; changes informed by Ronnie Kauder’s internal evaluation findings. The team also established procedures for implementing evaluation findings in the final year. To this end, RU FAIR ADVANCE established evaluation sub-committees to provide recommendations on the five initiatives outlined above in terms of securing funding beyond the ADVANCE grant and determining the institutional structure needed to sustain these Initiatives.

To date, the Life-Cycle grant, Mini-grant and Data Warehouse Subcommittees have met to begin to develop a plan for sustaining funding and institutionalizing the Initiatives. As Life-Cycle grant committee members, Lisa Klein (Professor II, Material and Science Engineering), and Lisa Hetfield (Director of Development for the Institute for Women’s Leadership) expressed the importance of the Initiative and made recommendations to explore alternate (or “matching”) funds from departments and/or chairs to help cover the expenses that these faculty in crisis need. It also became
apparent at this meeting that there is an institutional disconnect between faculty in crisis and the channels that they are recommended to go to for help. In most cases, faculty members do not know what, if any, resources are available. RU FAIR Central will use this feedback as preliminary findings to guide the policy analysis conducted by Dr. Elizabeth Strickland (for more details refer to the Best Ideas Yet and Personnel Update sections). The Data Warehouse Subcommittee has determined that the project will need continued oversight as well as consistent updating when new data are made available. Moving forward, the Subcommittee has suggested the continuation of the ad hoc committee established in 2009 to address the changing needs of deans, higher level administrators, and grant-writers interested in gender and racial equity for faculty.

Finally, RU FAIR ADVANCE, under the guidance of our internal evaluator, has compiled a standardized evaluation document for each of the key initiatives described above. These internal evaluation documents outline the history of the Initiative, evaluation conducted to date, results of the evaluation, future evaluation plans, and recommendations based on evaluative findings. These documents are instrumental in tracking the progress of these initiatives as well as providing syntheses for our external evaluator.

Best Ideas Yet

In order to advance institutional transformation, University policies must be reviewed. To this end, RU FAIR ADVANCE has hired Dr. Elizabeth Strickland to (1) initiate fact-finding regarding campus policies, procedures and practices related to the recruitment, tenure, and promotion of faculty in the sciences, engineering, and mathematics with an emphasis on policies that disproportionately affect the recruitment and retention of female faculty members, and (2) Develop scope of work and strategy for potential future phases of more detailed policy analysis. An important outcome of this analysis will be a centralized document that compiles relevant University policies in one location for easy access to female faculty through the Sciwomen website.

Given the success of the OASIS Program on the New Brunswick campus, RU FAIR will be expanding this program to the Newark campus and has planned programming for its Fall implementation, working with RU FAIR Professor Jyl Josephson. This seminar series will focus on building skills related to leadership, namely effective collaborations and negotiations, as well as research productivity.

Areas of Difficulty
The current institutional transformation efforts of RU FAIR ADVANCE are taking place during a time of enormous turnover in senior administration. Currently many University-wide units are relying on Interim leadership, including the President, Vice President for Academic Affairs, and Vice President for Research and Graduate and Professional Education. In addition, there is an interim Dean of the School of Arts and Sciences—New Brunswick and an Interim Chancellor on the Newark campus. Among those who support our efforts, RU FAIR consortium member, Richard Falk, is currently serving as the interim Dean to the School of Arts and Sciences-New Brunswick. Dr. Robert Barchi, the new incoming Rutgers University President begins his term on September 1st 2012. Under his leadership, search committees will be established to fill the vacancies in other high level leadership positions.

To facilitate the goals of RU FAIR ADVANCE, Dr. Barchi has also been invited to be a member of the RU FAIR consortium, tentatively scheduled for December 7, 2012.

Fortunately, the uncertainty of the State’s proposed restructuring of Higher Education in New Jersey has been resolved. Rutgers Camden will remain a part of the Rutgers family. Furthermore, if all goes according to plan, Rutgers University will merge with the University of Medicine and Dentistry of New Jersey on July 1, 2012. The merger will create many new opportunities to support STEM female faculty in the health sciences. Simultaneously, the merging of two large and complex institutions will require enormous effort and no doubt will disrupt certain on-going programs. As the University undergoes these transitions, we see many opportunities for the expansion of the SciWomen office and the continuation of programs initiated under RU FAIR ADVANCE.

**Personnel Update**

**RU FAIR Personnel, Business and Infrastructure Update**

During this quarter, the RU FAIR ADVANCE team has expanded to strengthen institutionalization efforts. In June, Hector Lopez joined the SciWomen Team and the RU FAIR ADVANCE program as the Research Analyst who will now be the lead on proposal development, evaluation, and data analysis. In these duties, he is responsible for oversight of the data warehouse and related NSF indicator tables. Hector’s professional background in program management includes his recent role as Project Director at Rutgers for the New Jersey Statewide Systemic Initiative (NJ SSI) and Senior Science Specialist on NSF and NJ DOE learning grants at the Center for Mathematics, Science and Computer Education. Hector’s previous work with the SciWomen Office has ensured a smooth transition into his new role with the team and we are already benefitting from his insight and experience with new proposals in the queue.
In recognition of the need for further administrative and programming support in Newark, the RU FAIR Leadership Team is in the process of selecting a strong candidate to be the Newark Program Coordinator.

In late August, Elizabeth Strickland began her position as policy analyst and consultant to RU FAIR ADVANCE. Elizabeth Strickland holds an A.B. from Mount Holyoke College in biochemistry and a Ph.D. in molecular biophysics from University of Texas Southwestern Medical Center in Dallas, TX. After postdoctoral fellowships at Yale University, she served as a science policy analyst for the National Science Board in Arlington, VA where her work focused on science, technology, engineering, and mathematics (STEM) education, management of large research awards, and planning for major research facilities. Dr. Strickland is currently the president of Blackburnian Consulting LLC, which provides scientific analysis, policy insight, and medical writing services to varied clients. She has a long-standing interest in understanding the dynamics surrounding women’s experiences in STEM careers. Her first project with RU FAIR entails identifying policies affecting joint appointments in order to create a centralize resource sheet bridging together various academic units across the three campuses. (See Best Ideas Yet section for more details about Dr. Strickland’s scope of work as a policy analyst).

Assistant Professor of Sociology and Latino and Hispanic Caribbean Studies Zaire Dinzey-Flores will be returning to a leadership position for the Women of Color Scholars Initiative. She will be co-directing with Assistant Professor of Anthropology Rocío Magaña.

Finally, we are also pleased to announce the expansion of our student support with the recent hire of our summer intern, Shawn Heneghan (economics and political science double major). On the Camden campus, RU FAIR Professor Suneeta Ramaswami continues to support three undergraduate students working on her research projects, Thomas Greening (computer science major), Robert MacDavid (computer science major) and Max Pospischil (computer science and economics double major).