

ANNUAL REPORT – YEAR 1 – ADVANCE CATALYST AT CITY TECH (Comparison with Program Objectives: August 13, 2009)

Program Objective	Submitted to NSF as Year 1 Report	Comments
<p>1. To produce a nuanced foundational analysis of the condition of City Tech women faculty in STEM disciplines as the baseline for identifying problems and prioritizing an agenda for action.</p> <p>Three perspectives will be employed – historical, sociological, and psychological – to analyze such relevant topics as structural impediments to advancement as well as psychological and social factors that may mitigate against equity.</p>	<p>A. The City Tech ADVANCE IT-CATALYST <u>research</u> team will be collecting quantitative and qualitative data so we can produce an accurate assessment of the specific issues regarding the advancement of women in STEM areas. These data will serve as our baseline which will allow us to measure the effectiveness of our future IT interventions. Ultimately, this will not only benefit female STEM faculty, the focus of the grant, but it will benefit all faculty.</p> <p>a. The Tenure Track Job Satisfaction Survey developed by COACHE (Collaborative on Academic Careers in Higher Education), a Harvard based program started on March 16 and concluded on May 31st. Although the survey is designed for tenure track faculty, City Tech has decided to administer it to all full-time tenured and tenure track faculty. The initial response rate was 37% (as of mid-May). Participation is voluntary, information is confidential, and privacy is maintained at all times.</p> <p>By the beginning of the fall semester (between August 31 and September 30), we will receive a report from the COACHE team. Data will be analyzed according to gender, race/ethnicity, and academic area across different themes such as clarity of the tenure and promotion, teaching and research, policies such as mentoring and stopping the tenure clock, college climate and overall level of satisfaction. The report contains only aggregated data; individuals cannot be identified. The report will also compare survey results from City Tech with five other COACHE institutions (100 in the 2008-2009 year) that were pre-selected by City Tech as peers. This will give us an opportunity to see how we compare to similar institutions. The survey is also being administered to all CUNY colleges in the Fall 2009 semester, and this will provide us with additional comparative data.</p> <p>b. The COACHE survey is only one type of data collection activity that we will undertake. The research team will also engage in some internal data collection to supplement the results of the COACHE. These data will be provided by the Office of Institutional Assessment and from Human Resources. Starting this summer, we will look at data that covers the baseline period beginning with the 2005-2006 academic year. Within each STEM department, we will look at the number of male and female faculty (full and part time) across all academic ranks. We will also obtain data regarding starting salary, tenure, promotion and attrition patterns.</p> <p>Other internal data collection activities will focus on obtaining information about allocation of resources, sabbaticals, release time,</p>	<p>Three perspectives not used as yet since data not available in 1st year</p>

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	<p>recruitment and hiring procedures, travel allocations, and research space. We will also gather data looking at leadership and advancement, such as the number of female STEM faculty that hold administrative positions, the number of female STEM faculty that are department chairs, and the number of female STEM faculty that make up appointment committees.</p> <p>c. In the next academic year, we also plan on engaging in qualitative research activities. The data obtained from the COACHE and from City Tech will assist us in forming theme-based focus groups so we can get information about the subjective experiences of faculty. For example, a focus group may explore the challenges in negotiating work and family life. Interviews with faculty and department chairs will be conducted as well to get additional information about how female faculty are perceived.</p> <p>d. All of these data will allow us to assess the climate at City Tech and discover what the needs are in terms of recruitment, retention, and promotion for women in STEM. The next step will be undertaking institutional transformation activities. These proposed changes will depend upon the results of the data analysis.</p>	
<p>2. To interpret, communicate to internal audiences, and disseminate to external audiences the findings of the gender equity self-study; being sure that the deans and department chairs are kept involved.</p>		<p>Awaiting data for analysis and interpretation – to be undertaken in Year 2 (Fall semester)</p>
<p>3. To conduct research on best practices in achieving gender equity gathered from ADVANCE Institutional Transformation Projects around the country and evaluate which ones are most suitable for adaptation or adoption.</p>	<p>B. In Year 1, <u>visits and contacts</u> with other ADVANCE sites have been initiated. These have helped provide examples of issues, barriers, and guidance for City Tech’s ADVANCE project.</p> <p>1. A videoconference was held on January 12, 2009 between New York City College of Technology (“City Tech”) and University of Texas, El Paso (UTEP). Present at City Tech were: Bonne August - Provost and PI of ADVANCE grant, Delaram Kahrobaei, Victoria Gitman – Co-PIs; Reggie Blake, Janet Liou-Mark – Internal Advisory Board members; and AE Dreyfuss – Project Manager. Present at</p>	<p>Continuation of site visits, comparisons, examination of websites of other ADVANCE projects (Year 2)</p>

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	<p>UTEP: Evelyn Posey – PI of ADVANCE grant (English Department); Patricia Witherspoon-PI of ADVANCE grant (Dean of Graduate School , Communications); and Ben Flores, PI, Model Institutions of Excellence, and member of City Tech’s External Advisory Board.</p> <ol style="list-style-type: none"> 2. An audio-conference was held on February 5, 2009 between New York City College of Technology (“City Tech”) and Rensselaer Polytechnic Institute (RPI). Present at City Tech were: Bonne August - Provost and PI of ADVANCE grant; Pamela Brown, Dean, School of Arts & Sciences; Delaram Kahrobaei, Co-PI; and AE Dreyfuss – Project Manager. Present at RPI: Cheryl Geisler, PI, “Ramp up” Project, and Chair of Rensselaer’s Department of Language, Literature and Communication. 3. A meeting at City Tech on March 20, 2009 with Vita Rabinowitz, Provost of Hunter College, CUNY, and Co-PI of the Gender Equity Project, and Annemarie Nicols-Grinenko, Director of Programs and Research, Gender Equity Project. Present from City Tech were Bonne August, Pamela Brown, Reggie Blake, Victoria Gitman, Delaram Kahrobaei, Janet Liou-Mark, Marie Parnes, Maria Pagano, and A.E. Dreyfuss. 4. Other ADVANCE sites have been contacted and arrangements for meetings have not been confirmed. <p>C. Training, development and mentoring</p> <ol style="list-style-type: none"> a. Two faculty members were accepted to attend a workshop on institutional change, the Science and Technology Excellence Program (STEP), sponsored by ADVANCE at the University of Michigan on May 26-28, 2009. Lisa Pope-Fisher and Howard Sisco, Assistant Professors, Social Sciences Department, submitted a proposal to conduct workshops on how to write successful refereed publications. b. The Internal Planning Committee members have started a “book club” to familiarize themselves and other members of the City Tech community with issues pertinent to gender equity. The first selection was <i>Why So Slow?</i> by Virginia Valian; the second is <i>Transforming Science and Engineering</i> by Abigail Stewart, Janet Malley, and Danielle LaVaquer-Manty. The books are featured on the website. This effort is expected to be expanded to regular meetings with interested members of the City Tech community in the coming year to have discussions around gender equity issues. 	

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	<p>c. The results of visits with other ADVANCE projects are expected to yield models of best practices that can be adapted and adopted at City Tech.</p> <p>D. Outreach Activities</p> <p>a. A “Kick-off” Luncheon to introduce the ADVANCE City Tech Project was held on October 21, 2008, in the Janet Loeffler Dining Room. City Tech’s leadership, including deans, chairs, as well as women faculty in STEM disciplines were invited. A descriptive Fact sheet was distributed.</p> <p>b. Vita Rabinowitz, Provost of Hunter College, CUNY, and Co-PI of Hunter’s Gender Equity Project, gave a talk at City Tech on March 20, 2009. A podcast of her talk is available on the project website, www.AdvanceCityTech.org.</p> <p>c. “Lessons Learned So Far” was the topic of a panel discussion held on Wednesday, May 13, 2009. Panelists were Co-PIs Victoria Gitman and Delaram Kahrobaei, and senior personnel Maria Pagano and Marie Parnes; the moderator was Janet Liou-Mark. Discussion focused on expected achievement including fostering a sense of community on campus; standardization of promotion/tenure practices, appreciation of faculty achievements, and promotion of leadership at all levels. The national context for the grant was discussed, and it was noted that City Tech is only second CUNY college to be awarded an ADVANCE grant.</p> <p>d. The project website was developed: www.AdvanceCityTech.org</p>	
<p>4. To develop an Institutional Transformation ADVANCE grant application that reflects a vision for gender equity in STEM at City Tech based upon our self-study and choice of best practices to emulate based upon the unique context of our institution</p>		<p>Year 2 Goal</p>
<p>Year 1 activities will provide a detailed portrait of the institutional climate regarding policies, practices and structures</p>		<p>Year 2</p>
<p>Year 2, based upon Year 1 research findings, a comprehensive dissemination will take place along with a plan to address gender inequities through a subsequent proposal in the form of an Institutional Transformation grant.</p>		