

## UMaine Rising Tide Center: A Proposal for Sustainability

### Background

NSF funding for the ADVANCE Rising Tide Center will cease on September 30, 2016. At that time, the Center will be sustained by our institution. Key successes of the Rising Tide Center to date include:

- The development and adoption of two family friendly policies and a corresponding website
- A targeted mentoring program
- New career and mentoring awards recognizing women faculty's excellence in research and service
- Over \$700,000 in external grant funding and over 90 new research collaborations as a result of the Professional Development grants program
- Over 75 training events and workshops with over 1,000 participants
- Networking and partnerships with over 60 male advocates and allies, with area employers through Maine Career Connect, and with colleges and universities throughout New England

### Mission & Objectives

Our mission is to improve gender equality on campus and throughout our community. Specifically, we aim to:

1. **Diversify** UMaine's workforce by recruiting, retaining, and advancing women faculty.
2. **Promote** a positive working climate for all by supporting equitable policies and practices.
3. **Transform** the institution by various means, including decreasing implicit bias, insuring fair and appropriate evaluation, embedding knowledge and change within the campus community, supporting the use of work-family balance policies, encouraging faculty groups focused on gender equity, and providing accountability and oversight.
4. **Engage** with campus and community partners, including women and women's organizations throughout the State, to advance gender equity efforts.
5. **Expand** the participation of girls in under-represented career fields through, but not necessarily limited to, the Expanding Your Horizons program.

### Programming & Awards

	<b>Objective 1: Diversify</b>	<b>Objective 2: Promote</b>	<b>Objective 3: Transform</b>	<b>Objective 4: Engage</b>	<b>Objective 5: Expand</b>
<b>Programs &amp; Events</b>					
2 workshops/semester	X	X		X	
Affinity networking				X	X
New faculty networking		X			
Networking conference	X	X		X	
Expanding Your Horizons	X			X	X
Faculty women's group		X	X	X	
Male advocates & allies		X	X	X	
<b>Awards</b>					
Professional Development Grants	X	X			
Career Award (1/year)		X	X		
Mentoring Award (1/year)		X	X		

In addition to ongoing programming and awards, the UMaine Rising Tide Center will:

1. Assist Office of Institutional Research (OIR) with regular collection of climate survey data
2. Assist OIR with salary, space, and other equity studies
3. Continue policy advocacy and, together with HR and EO, track policy implementation and use

## **Staff & Support**

1. Rising Tide Center Director
2. Administrative Specialist
3. Graduate Assistant
4. Undergraduate Assistant
5. Rising Tide Professors
  - a. Colleges and Cooperative Extension will select one Rising Tide Professor each, for a 1-2 year appointment, on a rotating basis. RT Professors will accept a service role as ambassador from their college to the Center, and will complete a project furthering college transformation. RT Professor projects will vary but could include efforts to update peer review guidelines, educate peer committees, revise promotion and tenure guidelines to ensure fairness or consistency, celebrate and promote visibility of women faculty, or research and make recommendations to improve campus climate. RT Professors will receive either a small stipend or a reduction in load appropriate for the proposed project. RT Professors will serve on the Center's advisory council.

## **Oversight & Evaluation**

The UMaine Rising Tide Center will maintain two advisory councils, one internal and one external. RTC representatives will also serve on the Provost's Council on Advancing Women Faculty.

### *Internal Advisory Council*

Serves in an advisory capacity to the Rising Tide Center Director and oversees RTC program evaluation.

- Membership
  - Rising Tide Professors, one male advocate/ally, one women's faculty group member, one representative involved in the networking conference, and one representative involved in the professional development grants.
- Leadership
  - Rotate chair position among members
  - Chairs serve a 2-year term
- Evaluation
  - Program evaluation data will be collected at workshops and training events by Rising Tide Center staff. These data, together with climate and other data collected by the Office of Institutional Research, will be presented to Rising Tide's internal advisory council which will consider findings and recommend actions.

### *External Advisory Council*

Advises on activities focused on Objectives 4 and 5.

- Membership
  - Representatives from Maine women's organizations TBD. Could include Maine Women's Lobby, Maine Women's Fund, Maine AAUW chapter, Maine Centers for Women, Work and Community, Maine SWE chapter, and Institute for Broadening Participation.
- Leadership
  - Rising Tide Center director plans and facilitates meetings