



NSF Advance Institutional Transformation at Rensselaer

Objective: The goal of RAMP-Up, Rensselaer’s Program for Institutional Transformation, is to reform university advancement processes to increase the participation of women in science and engineering, particularly in the senior ranks. Using a model of professional self-regulation, RAMP-UP puts the work of reforming academic advancement squarely in the hands of the self-regulating mechanisms found at all levels of the university — at the department, at the school, and at the university.

Constituents: RAMP-Up’s advancement reforms are intended to benefit the tenure-track faculty at Rensselaer, with special emphasis on women, particularly minority women, in NSF-funded disciplines. Our activities are designed to impact individual faculty, departments, schools, and the university as a whole.

Award: \$1,380,654 over 5 years

Initiatives: At the level of the individual, RAMP-Up initiatives include communication and networking through colloquys workshops, and retreats, as well as grants through Career Campaign Awards. At the level of the department, RAMP-Up initiatives include training for department heads as well as grants for Cultural Change Initiatives. At the level of the school, RAMP-Up initiatives include the appointment and activities of Faculty Coaches who serve as information resources and participants in the schools’ advancement processes. At the level of the university, RAMP-Up initiatives include interventions on behalf of individual faculty, promotion and tenure reform, and a Senior Pipeline Search.

Grant	Constituents	Goal
Career Advancement Awards	Assistant and Associate Women Faculty	Pair women with mentors to develop career campaign that lead to advancement and provide resources (\$5000) to support their activities. Seven were supported in 06-07, four of whom were minority women.
Cultural Change Initiative	Departments with a recent history of hiring women faculty in NSF-funded areas	Support departments interested in initiating changes in departmental culture to better support the advancement of faculty careers with resources (\$10,000) to launch new social routines, create common spaces, foster social interactions, and seed participation.
Pipeline Search	Departments in Science and Engineering with a recent history of hiring women but without significant representation of women in the senior ranks.	Pioneer a model of priming the pump for women in science and engineering by hiring senior women from industry and national labs; encourage department cultural change in exchange for the opportunity to participate in a pipeline search.

Events	Constituents	Goal
Speed	All faculty	Using the model from speed dating, provide low-cost and

Networking		informal opportunities for developing social networks among faculty.
Colloquy	All faculty and academic leaders in Rensselaer and in neighboring institutions	Provide the academic leadership with an opportunity to demonstrate support for advancement reform, provide information about issues, create a forum for discussion, and create a buzz on campus.
Workshops and Retreats	Various	Create a forum in which issues and activities for reform can be discussed and planned. Increase social networking. In 07-08, retreats are planned for women, for departments, and for the academic leadership.

Analyses	Constituents	Goals
Hiring and Retention	Departments	Analyze patterns to become aware of problems with department culture
Salary	Leadership	Compare average salaries of men and women to become aware of disparities
Social Networks	Departmental Faculty and Women Faculty	Analyze department networks and document changes

Products:

1. Geisler, C. Kaminski, D. and Berkley, R.. (2007) An Index for Understanding, Documenting, and Resisting Patterns of Non-Promotion to Full Professor. *The National Women's Studies Journal*.
2. Berkley, Geisler, C. and L. Layne, (2007). Effects of Gender on Promotion to Full Professor. A Case Study of a Technological University. Berkley, Geisler, Layne. In review at *Group and Organization Management*.
3. Speed Networking: Summary Guide: <http://rampup.rpi.edu/onlineresources>
4. Colloquy Webcast: "Celebrating Advancement in the Academy"
5. Department Cultural Change Toolkit

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