



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
<b>Career Advancement Awards</b>	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.
<b>Cultural Change Initiative</b>	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.
<b>Pipeline Search</b>	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
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<b>Speed Networking</b>	All faculty	Using the model from speed dating, provide low-cost and informal opportunities for developing social networks among faculty.
<b>Colloquy</b>	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.
<b>Workshops and Retreats</b>	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.

<b>Analyses</b>	<b>Constituents</b>	<b>Goals</b>
<b>Hiring and Retention</b>	Departments	Analyze patterns to become aware of problems with department culture
<b>Salary</b>	Leadership	Compare average salaries of men and women to become aware of disparities
<b>Social Networks</b>	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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