

## NSF PAID-ADVANCE Grant Project

The National Science Foundation (NSF) PAID-ADVANCE grant is a partnership between Florida International University (FIU) and the University of Michigan (UM). The project at FIU advances knowledge and understanding of best practices for hiring and retaining an excellent and diverse faculty in order to increase the participation and advancement of women and minority faculty in the sciences.

The project activities will advance knowledge and understanding of gender issues in academia by demonstrating the importance of actively recruiting and hiring women faculty for achieving excellence in research, teaching and service.

## PROGRAM

**9:30 a.m. BREAKFAST SOCIAL**

**10 a.m. WELCOME FROM SPONSORS**

### **SUZANNA ROSE, PH.D.**

Rose is Associate Provost for the Office to Advance Women, Equity and Diversity, as well as Professor of Psychology and Women's and Gender Studies.

### **YESIM DARICI, PH.D.**

Darici is Director of the Center for Women's and Gender Studies and Associate Professor of Physics.

### **REBECCA WARNER, PH.D. — KEYNOTE SPEAKER**

Warner is a professor in the School of Public Policy at Oregon State University (OSU). From 2009 to 2015, she served as the Senior Vice Provost for Academic Affairs, coordinating programs to advance equity for faculty, including a salary compression program for tenure-line faculty, the creation of OSU's first category and compensation framework for professional faculty, and the establishment of additional promotional ranks for fixed term faculty. She created OSU's Office of Work Life and facilitated the formation of the Greater Oregon Higher Education Recruitment Consortium. Becky is Co-PI on OSU's NSF ADVANCE IT grant.

### **10:30 a.m. KEYNOTE ADDRESS: Strategies to Promote and Sustain Equity: Examples from Oregon State University**

**Rebecca Warner** — *Professor of Public Policy, Oregon State University*

Recognition that recruiting excellent faculty necessitates both competitive salaries as well as salary equity has led many universities to change the way they hire. More challenging to address are the historical patterns of salary inequities that have been exacerbated by compression and can negatively impact faculty morale, productivity and retention. In 2012, Oregon State University implemented a \$5M salary compression program as one part of a more comprehensive approach to faculty success. Based on her six years leading faculty promotion and compensation programs at OSU, Becky will review this work and its emphasis on shared governance.

#### **Discussants:**

**Eric Dwyer**

*President, United Faculty of Florida-FIU;  
Associate Professor, Teaching and Learning*

**Kathleen Wilson**

*Chairperson, FIU Faculty Senate; Professor, Music*

**Meredith Newman**

*Vice Provost, Office of Global and Faculty Affairs;  
Professor, Public Administration*

### **12 noon NETWORKING LUNCH - Meet and Greet Your Colleagues**

### **1:15 p.m. CHARTING OUR COURSE**

#### **Remarks:**

**Joyce Peterson** — *Associate Professor, History*

**Yesim Darici** — *Director, Center for Women's and Gender Studies*

**Suzanna Rose** — *Associate Provost, Office to Advance Women, Equity and Diversity*

The afternoon session will begin with some brief reflections on the recent progress of women at FIU. This will be followed by a dynamic, interactive networking session aimed at setting priorities for improving the status of women faculty via the Office to Advance Women, Equity and Diversity (AWED).

### **2:45 p.m. WRAP UP - Feedback and Evaluation**