

New STEM Network, Sponsors' Report, 2008-2009

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Sandra Petersen, Professor and Assoc. Graduate Dean for Diversity, Director

Barbara Pearson, Academic Liaison RL&D, Coordinator

bpearson@research.umass.edu

www.umass.edu/research/rld/newstem/

2008-2009 was the fourth year of the New STEM Faculty Network, with funding from the three STEM deans and an additional allocation from the Office of Faculty Development (for a formal evaluation). In this report, I outline the events, the participants, the evaluation, and the budget, and end with a proposed budget request for the coming year

Events:

Happy Hour	11/14	Campus Center 10th floor
Lunch	1/21	Faculty Club
Lunch	2/25	Guinness Lounge
Family Dinner		
(New STEM New Parents)	3/16	Chambers/Spencer home
Grant planning meeting	7/15	Campus Center 9 th floor

Note: The program was somewhat abbreviated this year as I had a death in the family during the fall semester and a fellowship in the UK for three months during the spring semester. With your continued support, I look forward to a full year of activities for 2009-2010.

Participant Summary

Core Group. New STEM faculty are generally considered “new” STEM for two years, which gives us 16 potential attendees in 2007-2008 and 20 in 2008-2009. (This includes 2 who arrived in January and 3 new department chairs. Senior newcomers are invited, but our expectation for them to attend is less.) We also invite our “old-New” STEM faculty for a third year (or really as long as they express any interest).

New Parent Group. In addition to the main activity of networking events for the faculty to share their research, in 2008 we added a subgroup of New STEM New Parents to focus on work-life balance. For the new parents group, we based membership on their new parenthood, not their new faculty status, so we started with a pool of 12 families (drawn from the New STEM network and their contacts, plus 2 associate professors and 1 full professor). In addition, there are 3 more families, 2 from Hampshire and 1 from Mt. Holyoke (husband is a UMass, non-STEM professor).

Attendees for 2008-2009 represent 60% of the 36 New STEM tenure-track faculty who came to UMA in 2007 and 2008 (plus 9 “old-new STEM” faculty from earlier years, and 6 invitees from Hampshire, Smith, and Mt. Holyoke). Including the parent gatherings:

5 colleges and 10 departments. (Two were new chairs.)
39 faculty members,
 5 attended two events
 5 attended 3 or more.
 2 URM men
 18 female faculty (including 3 URM women)

Events averaged between 12 and 25 attendees. Sixteen faculty participated in a brief on-line survey of their professional travel experience and needs.

Budget

Income:

Each of the 3 STEM deans “topped up” to \$500
\$600 the Office of Faculty Development (earmarked for a formal evaluation).

Expenditures:

Food Services: Happy Hour (at the Campus Center)

 Most of the events were catered by the University Catering system
 \$250-350 each

Faculty Club lunch: \$195

Parents’ Meeting: \$150

Child-care

 We hired child-minders, so parents could bring children and have them supervised in the next room: 1 evening at \$60.

 “Child-care subsidies” paid for 2 hours of childcare at home: ($\$20 \times 2 = \40)

Parking passes for the 5-college participants \$40.

Estimated organizational time involved: 4-5 hours a month, plus the events (not counting the Elsevier proposal, discussed below (!))

Evaluation

Because the program wasn’t going at full speed this year, I postponed the formal evaluation until next year.

However, we have other positive developments to report. Following up on discussions during New STEM new Parents meetings, two grant proposals were submitted: one to the internal Mellon Mentoring fund and one to the Elsevier Foundation.

1) Life Sciences Women Mellon Grant. Based on a book I introduced at a new parents’ meetings (and with some help from me on the application), New STEM parent Jeanne Hardy and her chemistry colleague (and member of the campus ADVANCE committee) Lynmarie Thompson applied for and received a \$12,000 Mutual Mentoring grant for Life Sciences Women to create a “critical mass.” They have formed two groups of eight

faculty members for bi- or tri-weekly meetings, and will hold a large group meeting for all STEM faculty women each semester. They have also invited one of the members in the group described by the book for a program on campus in the spring.

2) STEM Faculty Travel Fund. Also arising from a discussion topic at a New STEM parents' meeting, a second grant was developed and submitted to the Elsevier Foundation. New faculty member Rebecca Spencer, senior faculty member and new parent, Maria Santore, and I (with the help and support of Jung Yun of the Office of Faculty Development and Susan Worgaftik of Foundation Relations) submitted a proposal for a "STEM Family Travel Program" to create a dependent care travel fund and network. The proposal includes funding for nannies and other so-called "personal" expenses associated with attendance at professional conferences, and adds innovative education, mentoring and advocacy components.

(I have also enjoyed being a source of information and a go-between for the members, even those who didn't manage to attend our events.)

Projected events for 2009-2010:

- 5 networking events,
- 1 "family and friends" picnic,
- 2 New STEM New Parents meetings, and
- a focus group for single female STEM faculty.

I would also like to do a needs-assessment for post-doc near-peer mentoring.

Projected expenditures: \$2700, plus the last year's allocation for a formal evaluation this year. Funds on hand \$1600.

Funds requested, \$1100.

(Based on the relative sizes of the colleges, I recommend 3/4 from CNS and 1/4 from Engineering, \$825 and \$275.)

Program Website:

<http://www.umass.edu/research/rld/newstem.htm> (generated and maintained by the RL&D technical aide).