

# NSF ADVANCE *Connect@RIT* Leadership Team



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## ADVANCE R·I·T

*Connect@RIT*—Advancing Women Faculty in  
Science, Technology, Engineering and Math



## *Connect@RIT*

### Working Together to Succeed



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# Rochester Institute of Technology

Rochester Institute of Technology (RIT) is a large, private, coeducational university emphasizing career education and experiential learning. RIT offers a broad array of undergraduate and graduate programs in its nine colleges, including a diverse range of programs in science, technology, engineering and math. In addition, RIT is home to the National Technical Institute for the Deaf. Over the past 15 years, RIT has committed substantial resources to diversifying its population and to developing educational, structural, and policy measures to ensure long-term sustainability and prosperity.

In an effort to advance these institutional goals, an NSF ADVANCE funded self-study, entitled “Establishing the Foundation for Future Organizational Reform and Transformation at Rochester Institute of Technology” or EFFORT@RIT (NSF # 0811076, IT - CATALYST) was conducted. The self-study identified barriers for current women faculty at RIT in areas deemed important to their recruitment, retention, and advancement. The study established a framework upon which RIT formulated a compelling ADVANCE Institutional Transformation (IT) strategy.

# Connect@RIT

## Creating Opportunity Networks for Engagement and Collective Transformation

The goal of *Connect@RIT* is to increase the representation and advancement of women faculty at RIT, ultimately resulting in holistic transformation of the University.



The project model is based on social resources theory, which suggests that individuals accomplish goals by gaining access to their networks, identifying social resources and mobilizing them to accomplish an objective. Adopting a multi-frame organizational analysis approach from Bolman and Deal, four strategic areas are identified: Structural; Political;

Human Resources; and Symbolic. Each strategic area provides a lens through which to view and modify the organization via a series of interventions based on social resources theory.

These four strategic areas are complemented by further consideration of two key sub-populations at RIT: Women of Color and Deaf and Hard of Hearing women. The program also includes an additional Social Networking Behavioral research component to monitor the impacts of program interventions over time.



EFFORT@RIT Final Report  
[www.nsfadvance.rit.edu/sites/default/files/effort\\_final\\_report\\_package\\_24may2012.pdf](http://www.nsfadvance.rit.edu/sites/default/files/effort_final_report_package_24may2012.pdf)



Additional information about RIT's National Technical Institute for the Deaf (NTID)  
[www.ntid.rit.edu/about](http://www.ntid.rit.edu/about)



RIT NSF ADVANCE website  
[www.nsfadvance.rit.edu](http://www.nsfadvance.rit.edu)