

NDSU NORTH DAKOTA STATE UNIVERSITY

STUDENT FOCUSED • LAND GRANT • RESEARCH UNIVERSITY

Welcome to NDSU

New Faculty Orientation

August 17, 2021

Office of the Provost

Faculty Affairs

Orientation Overview

Tuesday August 17, 8:00am – 5:00pm

- Benefits Session – optional, see recording
- Positive, Supportive, Equitable, and Inclusive Campus Culture
- Research and Grants
- Teaching at NDSU
- Things I wish I had Known Faculty Panel
- Academic Policies and Resources
- EO/Title IX Training
- Welcome to NDSU Networking/Mentoring Social

Orientation Overview, *continued*

Wednesday August 18, 8:30-5:00pm

- Sessions for new and returning faculty
 - Teaching and Advising at NDSU
 - Research and Grants at NDSU
- General sessions
- Concurrent sessions

Orientation Overview, *continued*

September 2

- 2:00 pm: **President's Reception for New Faculty**

September 15

- 2:00pm: **Mentoring event.** Teaching

October 12 or 13

- 8:30am: **Coffee w/Provost**

October 22

- 2:00pm: **Mentoring event.** Research

November 4 (3:30pm) or November 5 (2:00pm)

- **Promotion, Tenure, Evaluation Information Session**

Positive, Supportive, Equitable, and Inclusive Campus Culture



Canan Bilen-Green
Vice Provost for Faculty and
Equity, Professor



Angela Fowler
Academic Personnel
Coordinator



Julie Nash
Excellence Programs
Manager



Chris Ray
Head of School of
Education



Deirdre Prischmann-Voldseth
Full Professor, Entomology
Faculty Fellow, Provost's Office



Kristine Paranica
Ombudsperson



Diversity and Inclusion at NDSU

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

This page includes various diversity, equity and inclusion resources available on campus, including: [Councils](#), [Committees and Departments](#), [Student Organizations](#), [Programs and Initiatives](#), [Trainings](#), [Events and Important Dates](#), [Resources](#), [Scholarships and Awards](#), [Data and Reports](#), [Support](#) and [Contact](#).

REPORT BIAS

FILE A COMPLAINT

<https://www.ndsu.edu/about/inclusion>



Councils, Committees and Departments

- [Commission on the Status of Women Faculty](#)
- [Disability Services](#)
- [Equity Office](#)
- [Faculty Senate Equity and Diversity Committee](#)
- [International Student and Study Abroad Office](#)
- [Multicultural Student Recruitment](#)
- [Office of Multicultural Programs](#)
- [President's Council for Diversity, Inclusion and Respect](#)



Events and Important Dates

- [Culturally Significant Days](#)
- [Equity at the Intersections](#)
- [Including U Series](#)
- [Inclusion Fair](#)
- [Multicultural Religious Holidays](#)

2020-21

INCLUDING U: DISCUSSIONS ON DIVERSE EXPERIENCES
AND IDENTITIES IN HIGHER EDUCATION



Programs and Initiatives

- [ADVANCE FORWARD](#)
- [LGBTQ+ Resources](#)
- [Veteran Alliance](#)

Aspire Alliance

Institutional Change Initiative

IChange Network to Enhance
Faculty Diversity and Inclusion

2019

ADVANCE Partnership

*Joining Forces - A Midwestern
Partnership for STEM Faculty
Success*

Partnership Award

2019

LGBTQ+ Resources

ADVOCATE FORWARD

*Engaging Male Colleagues as
Advocates and Allies for the
Advancement of Women Faculty*

Partnerships for Learning and
Adaptation Networks (PLAN) Award

2015 - 2020

ADVANCE FORWARD

*Transforming a Gendered
Institution*

Institutional Transformation Award

2008 - 2016





Data and Reports

- [Affirmative Action Plan](#)
- [Campus Climate Surveys](#)
- [Student Enrollment by Race/Gender/Disability](#)





Scholarships and Awards

- [Advancing Inclusion Award](#)
- [Cultural Diversity Tuition Waiver](#)
- [International Student Scholarships](#)
- [New Beginning Native American Scholarship](#)
- [Scholarships and Tuition Assistance through Multicultural Programs](#)
- [Tapestry of Inclusion Award](#)

Student Organizations

- [American Indian Science and Engineering Society \(AISES\)](#)
- [Black Collegiate Women](#)
- [Black Student Association \(BSA\)](#)
- [Hispanic Organization of Latin Americans \(HOLA\)](#)
- [Muslim Student Association \(MSA\)](#)
- [National Society of Black Engineers](#)
- [Native American Student Association \(NASA\)](#)
- [oSTEM at North Dakota State University](#)
- [Pride Alliance](#)
- [Society of Women Engineers](#)
- [Somali Student Association \(SSA\)](#)
- [Women in Business](#)



Resources

- [Employee Accommodation Requests](#)
- [Family Restrooms](#)
- [Gender-Neutral Restrooms](#)
- [Lactation Rooms](#)
- [Multicultural and LGBTQIA Student Counseling](#)
- [Ombud](#)
- [Student Accommodation Requests](#)
- [Trio Student Support Services](#)





Support

- [College of Agriculture, Food Systems and Natural Resources](#)
- [College of Arts, Humanities and Social Sciences](#)
- [College of Business](#)
- [College of Engineering](#)
- [College of Graduate and Interdisciplinary Studies](#)
- [College of Health Professions](#)
- [College of Human Sciences and Education](#)
- [College of Science and Mathematics](#)
- [Land Acknowledgement](#)
- [NDSU Libraries](#)
- [Residence Life](#)
- [Counseling Center](#)

NDSU Land Acknowledgement

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Oceti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region.

Trainings

- [Community of Respect \(levels 1-2\)](#)
- [Gender Equity Ally Training](#)
- [Microaggressions Community of Respect \(level 3\)](#)
- [Safe Zone Training](#)
- [Searching for Excellence Training](#)
- [Upstander Training \(level 4\)](#)
- [We Take a Stand Training for Students](#)



Equal Opportunity/Title IX/ Training (part of new faculty orientation)
Equal Opportunity/Title IX Supervisor Supplement
Promotion, Tenure, Evaluation Training



What do we mean by “Climate”?

- “The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.” *(Dr. Susan Rankin, Penn State Professor and lead consultant on UC campus climate study team, <https://campusclimate.ucop.edu/what-is-campus-climate/>)*
- In places where negative personal behaviors are rewarded, encouraged, or tolerated by ignored, misapplied, or missing policy, the long term climate can become ‘chilly.’

A Positive Workplace Climate

Is inclusive.

The workplace is one where the human rights principles of fairness, respect, equality, dignity and autonomy are promoted and are part of the organization's everyday goals and behavior.

Dimensions



Table Activity

- Please discuss the following questions:
 - Introduce yourself to your neighbors
 - What were the barriers in your previous workplace to a positive climate?
 - What was helpful in promoting a positive climate?
- Please be prepared to report back to the whole group what you discussed related to barriers and what was helpful in promoting a positive climate

Barriers

- xxx

Helpful Aspects

- xxx

NDSU Ombud's Office

Website: www.ndsu.edu/ombud

The **mission** of the NDSU Ombud's Office is to provide a safe environment where members of the NDSU Community may explore their concerns, consider the impact of all options, receive information and referrals, and design their best course of action in addressing their concerns. Visits are confidential.

Services:

*Consultation

*Mediation

*Education/workshops

*Coaching

*Facilitation

*Climate assessments

Contact: 701-231-5114; kristine.paranica@ndsu.edu

Healthy Approach to Conflict

Prevent Conflict:

- Address concerns early
- Communicate in person
- Acknowledge misunderstanding
- Avoid making assumptions
- Assume the better intentions of others vs. the worst
- If you don't know, ask
- Pick your battles
- Try not to take things personally

Manage Conflict:

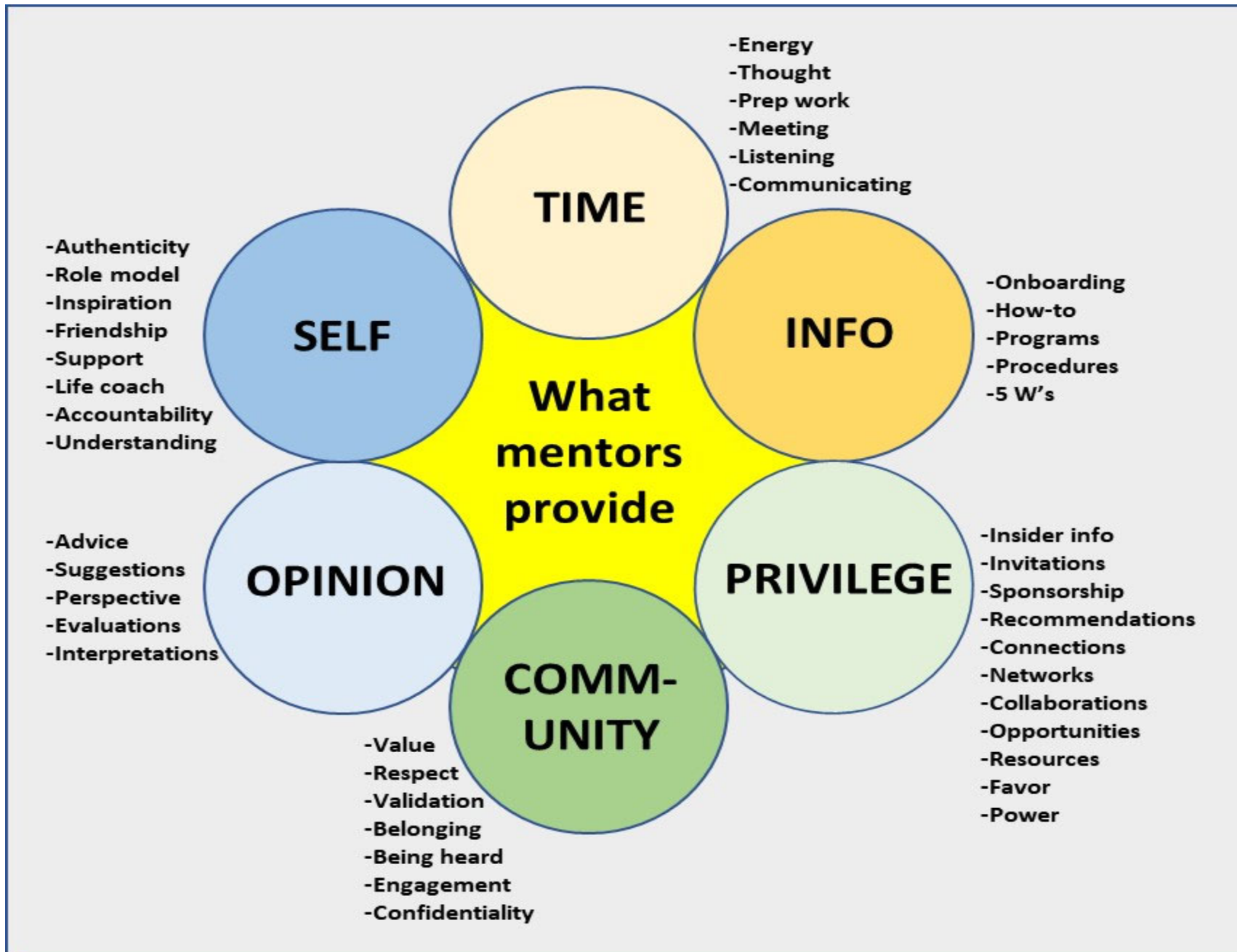
- Consider your role in creating the conflict – apologize?
- Consider the bigger picture
- Recognize their concerns
- State your concerns without judgement or embellishment
- Speak kindly and directly
- Communicate in person often
- Be clear about your own intentions

Mentoring Activities for New Faculty

- **Roundtable discussions with senior faculty**
 - Sept. 15th at 2 pm, MU Meadow Lark– teaching focus
 - Oct. 22nd at 2 pm, Mu Badlands – research focus
 - Spring 2022 (TBD)
 - WE WANT TO TAILOR THESE EVENTS FOR YOU, please visit this Google Doc page (in the next week or so) and add your questions to the list
 - <https://drive.google.com/file/d/1iWY3VLD24t2tGNiFLL9AeT3QCxWlQY19/view?usp=sharing>
- **Welcome to NDSU networking/mentoring social**
 - TODAY, 3:30-5:00 pm
 - At field east of AGHILL
 - Senior faculty will be identifiable
 - Ask the senior faculty questions!

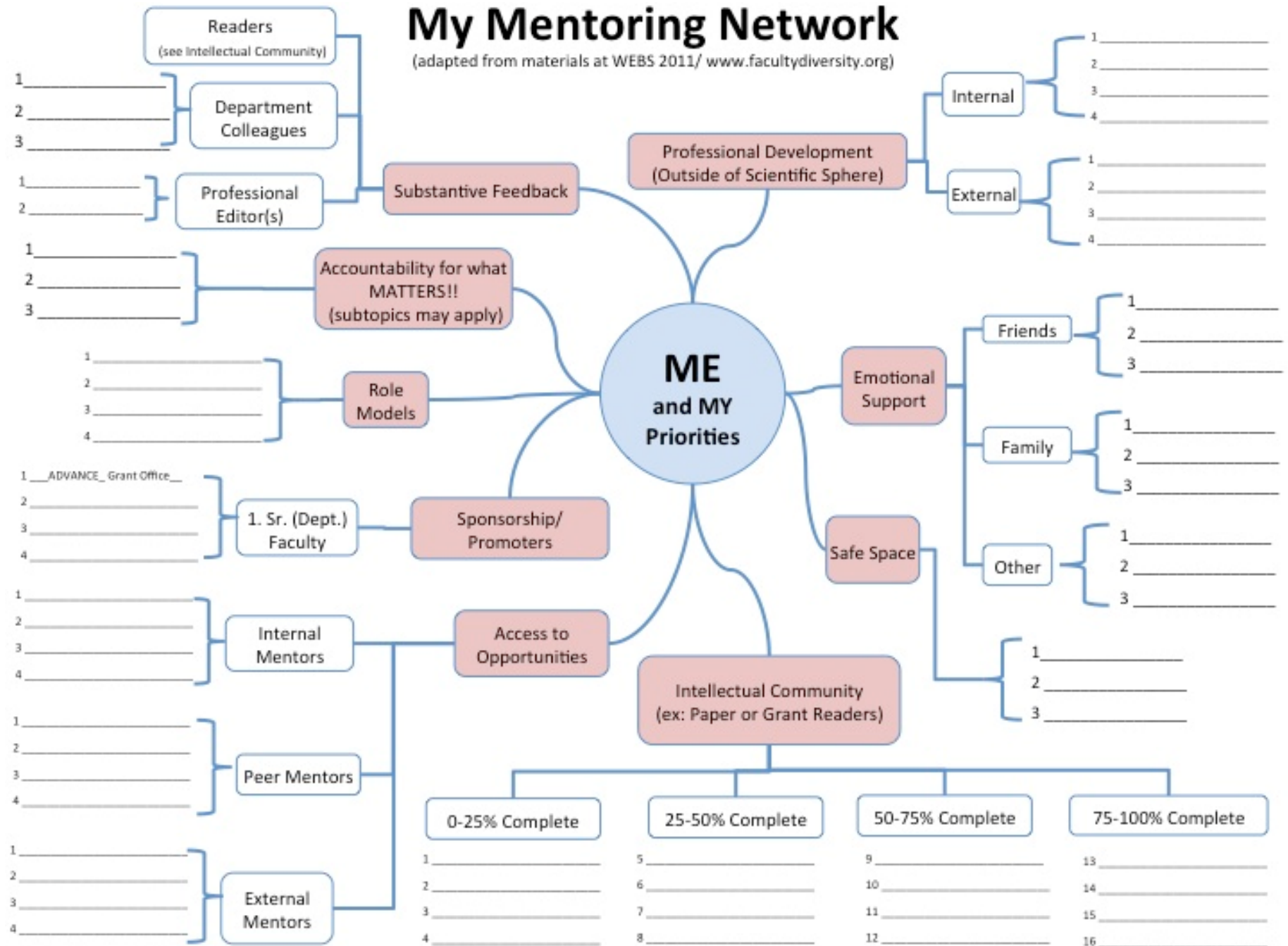


Why are mentors important?



My Mentoring Network

(adapted from materials at WEBS 2011/ www.facultydiversity.org)



<https://advance.cc.lehigh.edu/mentoring-network-map>

Support Network Map

<https://eswnonline.org/mentor-mapping/>



 **Earth Science**
WOMEN'S NETWORK

www.ESWNonline.org

© 2011, National Center for
Faculty Development & Diversity
www.FacultyDiversity.org

Suggestions for a Positive Transition to NDSU

- Get to know people in your department - don't be afraid to ask your departmental colleagues to coffee or lunch (be proactive)
- Seek out opportunities to meet and forge friendships with faculty/staff outside your department
- Stay connected with the new people you've met (even when you get busy) – build that mentoring network!
- Keep a list of questions and ask those questions (like we always tell our students, there are no dumb ones).
- Avoid thinking you're the only one or that you're alone – there are lots of resources and people willing to help. We want you to succeed!



Orientation, Continued

- 10:00 – 10:50 a.m. **Research and Grants**
- 11:00 – 11:50 a.m. **Teaching and Technology**
- 12:00 – 1:00 p.m. **Faculty Luncheon Panel**
(AGHILL 334)
- 1:10 – 1:50 p.m. **Academic Policies and Resources**
- 2:00 – 3:30 p.m. **Mandatory EO/Title IX Training**
- 3:30 – 5:00 p.m. **Networking/Mentoring Social**
(Churchill Field, the green space just East of AGHILL)

Faculty Luncheon Panel

Things I Wish I Had Known My First Year:

- Samiran Banerjee (AFSNR)
- Ethan Boldt (AHSS)
- Torin Greenwood (Science & Math)
- Huichi Huang (Business)
- Lisa Richter (Health Professions)
- Jodi Tangen (HSE)
- Jessica Vold (Engineering)
- David Westerman (AHSS) will facilitate the panel discussion.

Orientation, Continued

- 2:00 – 3:30 p.m. **Mandatory EO/Title IX Training**
- 3:30 – 5:00 p.m. **Networking/Mentoring Social**
(Churchill Field, the green space just East of AGHILL)

Contact Information

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