

FORWARD Meeting Agenda – Friday September 24, 2010 11:30 am, Hidatsa, MU

Announcements:

- Meeting chair: Betsy Birmingham
- Brown Bag – September 29
- Promotion to Professor Luncheon – October 12
- WISMET (WIR) Luncheon “Networking”, December 1, sponsored by FORWARD
- Next FORWARD meeting – will invite Advocates

JoAnn Moody Events

- Reflections

FORWARD Office – Julie

Faculty Recruitment and Hiring – Angela

- Keeping our Faculties of Color Symposium, University of Minnesota, Nov 1-2
<http://www.cce.umn.edu/Keeping-Our-Faculties/index.html>

Mid Career Mentoring Program – Charlene

- Two applications – ongoing (?)

Junior faculty Mentoring Program – Don

- Mentors compensation/recognition

Grant Programs – Canan

- Grant Information Session – October 7

Committee on the Status of Women

Faculty – Christina

- Policy 103 and Senate adhoc committee on time limit for partner hires
- Family Leave Policy
- Committee membership

Allies Program – Tom Carlson

- Ally Social – Wednesday September 29, 3-4:30 Forward room
- Training Dates: October 13, November 30(for S&M), February 2, April 12

Climate Programs – Betsy

- Discussion on Climate Issues (**attachment 1**)
- New Faculty Orientation presentation, handout & evaluation (**attachment 2**)

Evaluation – Canan

- EAB Meeting
- External evaluator, Dana Britton
- Work/Life Survey
- Gender composition of grad committees
- Focus groups with assoc profs
- Research planning

Other Items?

- ADVANCE PI Meeting Nov 7-9
- Twin Cities Work/Life & Flexibility Expo, October 7,
<http://www.worklifeexpo.com/EXPO/en/index.asp>

Next FORWARD Meeting:

October 29 (Peace Garden) 11:30 – 1:00

Climate:

- What is it?
- How do we talk about it?
- What does it have to do with institutional transformation?

What do new faculty identify as important climate issues?

Perceptions of who they are/their abilities:

- “Too flexible” for women – assumption women can’t do it.
- Not being promoted because of = opportunity.
- Assumption that woman is “trailing spouse”.

Perceptions about fairness

- Different expectations of men/women.
- “Good Old Boys” club.

Desire for community

- Lack of empathy/understanding.
- Lack of role models.
- Women’s acceptance of other women.
- Isolation.
- Funding climate = more competitive (vs. collaborative).
- Goals not shared; lack of input on creating goals.

Other:

- Faculty without children/families (don’t fit in with “wives”).
- Cultural barriers (don’t talk about football!).
- People set in their ways – “this is the way we’ve always done it.”
- Tone is set at the top.

What might Forward do to prioritize/respond to these concerns?

Helpful Aspect to Promoting a Positive Climate (as identified by the participants)

Perceptions about fairness

- Transparency – where is \$ spent, how are decisions made?
- Create same expectations for men/women.
- Allocate funding equitably.

Desire for community

- Have seminars for idea exchange.
- Encourage collaboration so people get to know one another.
- University-wide research presentations.
- Create room for people to meet.

Other:

- Rotation of dept chair.
- Centers for research – physical space.
- Strong leadership; taking personal responsibility.

What might Forward do to prioritize/respond to these suggestions?

Creating a Positive Climate in Your Department

1. Get to know people in your department.

You'll be better able to figure out who will be most helpful for what you want to know.

3. Keep a running list of questions.

You'll be ready to have lots of things answered all in one shot, and you won't forget important questions.

4. Ask questions.

Like we always tell our students, there are no dumb ones.

5. Don't be afraid to ask a departmental colleague to coffee or lunch. And be willing to pay (after September 15!).

We don't mind mentoring, but sometimes you have to remind us to do so!

6. Avoid thinking you're the only one, or that you're alone.

Reach out to others; there are probably other people who feel/act the same way.

7. Forge friendships with faculty outside your department.

This is one of the advantages of NDSU – lots of colleagues in other departments and colleges.

8. Stay connected with the new faculty you've met this week.

You can be a strong support network for one another.

9. Seek out opportunities to meet other faculty.

Pedagogical lunches, programs, speeches all provide good opportunities for meet and greet.

FORWARD (Focus on Resources for Women's Advancement, Recruitment/Retention and Development)

Office: 314 Family Life Center (FLC)

Phone: (701) 231-6653 (Julie Nash, FORWARD project specialist)

E-mail: ndsuforward@ndsu.edu

Website: <http://www.ndsu.edu/forward>

New Faculty Orientation Session
FORWARD Workshop on Enhancing Department Climate
August 17, 2010

Attendance

23 individuals attended and 20 completed evaluations

- 19 people identified themselves as faculty, and one individual identified as an administrator

Suggestions for Improvement/Action Items

- Next year, consider providing greater clarification with the small group activity.
- Discuss the role of gender in the presentation – is it part of our focus?
- Consider adding additional about FORWARD programs on the handout so the new faculty have more specific information about the programs they can access.
- Consider adding additional data on the status of women faculty at NDSU.

Barriers to Promoting a Positive Climate (as identified by the participants)

- “Too flexible” for women – assumption women can’t do it.
- “Not being promoted because of = opportunity”.
- Different expectations of men/women.
- “Good Old Boys” club.
- Lack of empathy/understanding.
- Lack of role models.
- Women’s acceptance of other women.
- Isolation.
- Faculty without children/families (don’t fit in with “wives”).
- Cultural barriers (don’t talk about football!).
- Funding climate = more competitive (vs. collaborative).
- Assumption that woman is “trailing spouse”.
- Goals not shared; lack of input on creating goals.
- People set in their ways – “this is the way we’ve always done it”.
- Tone is set at the top.
- Lack of certainty about one’s place; physical barriers.

Helpful Aspect to Promoting a Positive Climate (as identified by the participants)

- Create same expectations for men/women.
- Allocate funding equitably.
- Have seminars for idea exchange.
- Encourage collaboration so people get to know one another.
- University-wide research presentations.
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- Transparency – where is \$ spent, how are decisions made?
- Rotation of dept chair.
- Centers for research – physical space.
- Strong leadership; taking personal responsibility.

Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my work at NDSU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	11	55.0	55.0	55.0
	Strongly Agree	9	45.0	45.0	100.0
Total		20	100.0	100.0	

I feel that my knowledge of how to promote a positive climate at NDSU has increased after today's workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	14	70.0	70.0	70.0
Strongly Agree	6	30.0	30.0	100.0
Total	20	100.0	100.0	

The presentation was clear and well-organized

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	7	35.0	35.0	35.0
Strongly Agree	13	65.0	65.0	100.0
Total	20	100.0	100.0	

I feel I have acquired new skills, information, or understanding about gender and climate at NDSU

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	1	5.0	5.0	5.0
2.50	1	5.0	5.0	10.0
Agree	15	75.0	75.0	85.0
Strongly Agree	3	15.0	15.0	100.0
Total	20	100.0	100.0	

I will be able to implement new strategies and knowledge as a result of my participation in this workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.50	1	5.0	5.0	5.0
Agree	15	75.0	75.0	80.0
Strongly Agree	4	20.0	20.0	100.0
Total	20	100.0	100.0	

I would recommend this workshop to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.50	1	5.0	5.0	5.0
Agree	9	45.0	45.0	50.0
Strongly Agree	10	50.0	50.0	100.0
Total	20	100.0	100.0	

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Average	2	10.0	10.0	10.0
Above Average	13	65.0	65.0	75.0
Excellent	5	25.0	25.0	100.0
Total	20	100.0	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas of the training that you would like to receive additional information about or that need further clarification.
 - I'd like training on improving climate as a non-tenure track faculty member.
 - Exercise was a little vague (maybe purposefully) on direction for specific topic. E.g. was climate supposed to relate directly to gender.
 - I would like more info regarding % of women faculty, associate, hires, etc.
 - More time should be allocated to the session here people have to think about climate of a department—workshop great idea—but should have developed the theme more.
 - What is the institution plan to improve 'climate'?
 - Gender discussion got lost- this is a major issue that always gets lost.
 - If there are ways of 'double blinding' through external review some aspects of promotion and tenure.
 - Overview of groups on campus that are ways to network, ↑community (campus) connection.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Discussion as a whole group.
 - Talking to peers! You're the first folks in 1.5 days to let us think and discuss.
 - Group discussions from people in different departments.
 - Discussion- barriers –help.
 - Hearing other people's experiences.
 - Time to discuss.
 - Conversation... both, small and large group.
 - The break-out session was helpful.
 - Creating awareness of gender balance in working environment.
 - The attempt to promote positive climate.
 - Group discussion.
 - The open discussion between colleagues across disciplines to gain wide perspectives.
 - Different perspectives from other departments.
 - Exert personal impact on the existing climate.
 - To get to know other people experience.

3. How could this training be improved to be more beneficial to you? What recommendations do you have for future programs?
 - Mentor groups- more info needed. It's vague and mysterious right now and I know finding a mentor is important to success.
 - Longer.
 - More time to discuss.
 - More detailed identification of why NDSU's stats are so different.
 - More time on implementation would be helpful.
 - Add a second session for related fields, i.e. research vs. education.
 - List of offices/services available for contact or find help such as family counseling etc.
 - Need more time.

4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
 - Nice work. Thanks.
 - Nice to end the barrage of info w/ and opportunity to participate/talk.
 - I enjoyed it.
 - Find what's the barrier and how to improve it. I get the idea that I need to be opened from this training section.

NDSU FORWARD Group: Enhancing Department Climate

Dr. Ann Burnett, Women & Gender Studies

Dr. Kevin McCaul, Dean of Science & Mathematics

Dr. Christi McGeorge, Human Development & Family Science

NSF ADVANCE Institutional Transformation Program

- Funding for comprehensive and sustainable institutional transformation
- To increase participation of women faculty in STEM
- 41 ADVANCE Institutions
 - 9 in 2001; 10 in 2003; 13 in 2006
 - 9 more funded in 2008, including NDSU

NDSU FORWARD

- **FORWARD**— **F**ocus **O**n **R**esources for **W**omen's **A**dvancement, **R**ecruitment/**R**etention, and **D**evelopment
- Vision—FORWARD is committed to establishing a university culture in which all individuals are nurtured and supported to develop to their fullest potential, and the criteria for success and achievement incorporate unique skills and contributions of both men and women.
 - One of our goals is focused on campus climate

The FORWARD Team

Faculty:

- Canan Bilen-Green, Industrial & Manufacturing Engineering, Project Director
- Ann Burnett, Women & Gender Studies, Project Co-Director
- Betsy Birmingham, English
- Karen Froelich, Business
- Kalpana Katti, Civil Engineering
- Rhonda Magel, Statistics
- Christi McGeorge, Human Development and Family Science
- Wendy Reed, Biological Sciences
- Don Schwert, Center for Math and Science Education/Geosciences
- Christina Weber, Sociology
- Charlene Wolf-Hall, Veterinary & Microbiology Sciences

Administrators:

- Craig Schnell, Provost and Vice President for Academic Affairs
- Kevin McCaul, Dean of Science & Mathematics
- Evie Myers, Vice President for Equity, Diversity & Global Outreach
- Gary Smith, Dean of Engineering and Architecture

FORWARD staff:

- Ms. Angela Bachman, Faculty Recruitment
- Ms. Julie Nash, Project Specialist



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NDSU Advance FORWARD

The NDSU Advance FORWARD project, funded by NSF beginning in fall 2008, was developed in response to

- research on the campus climate conducted at NDSU over the past several years
- the compilation and analysis of institutional data on the recruitment and retention of women faculty
- the obvious scarcity of women in academic administrative roles

Status of Women Faculty at NDSU

- Over 15 years, NDSU had little change in percentages of tenured women. The 2006 AAUP ¹ study brought the numbers into national focus, reporting that proportion of women within the tenured ranks was 9.8% at NDSU. The national average is 31%.
- Presently, 7% of faculty at NDSU are women full professors, a total of 14, up from 2% in 2007. Male full professors are the largest group on campus, 31.2% of total faculty.

¹ West, M., & J.W. Curtis. 2006. *AAUP Faculty Gender Equity Indicators 2006*. American Association of University Professors.

Project Goals

- Improve the climate across the campus
- Enhance recruitment
- Increase retention
- Promote/advance women associate professors and hire women at advanced rank to build a critical mass of senior women
- Open faculty leadership opportunities

Campus Climate

- Faculty recruitment assistant
- Allies /Advocates program
- Gender equity awareness training for
 - Academic administrators
 - Faculty
- Grant programs
 - Climate/gender equity research
 - Department climate initiative

Advancement/Leadership

- Mid-career mentoring
- Cohort mentoring program and mentor training
- Professional development grant programs
 - Course Release Grants
 - Leap Grants
 - Leadership Development Grants
 - Travel Grants

ENHANCING DEPARTMENT CLIMATE

What do we mean by "Climate"?

- A pattern of individual behaviors in a larger institutional scheme, where those behaviors (whether positive or negative) are rewarded, encouraged, tolerated, discouraged, or punished.
- In places where negative personal behaviors are rewarded, encouraged, or tolerated by ignored, misapplied, or absent policy, the long term climate can become very chilly.
- More recent work on gender and climate makes "a distinction between explicit, formally institutionalized policies of discrimination and a range of informal practices and implicit policies which, despite their relative subtlety and the fact that they do not intend to be harmful, do systematically disadvantage women relative to men" (Wylie 37).

Small Group Activity

- The person whose birthday is closest to today is to **record** the ideas that the group generates
- The person whose birthday is the next closest to today is to **facilitate** this group discussion:
 - What was your previous educational institution?
 - What type of department were in you? How would you describe that department?
 - What was the climate like in your department?
 - What were the barriers in your former department to a positive climate?
 - What was helpful in promoting a positive climate?

Barriers

- “too flexible” for women – assumption women can’t do it
- “not being promoted because of = opportunity”
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Helpful Aspects

- Create same expectations for men/women
- Allocate funding equitably
- Have seminars for idea exchange
- Encourage collaboration so people get to know one another
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- Transparency – where is \$ spent, how are decisions made?
- Rotation of dept chair
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Large Group Discussion

- What can you do as an incoming faculty member to promote a positive climate in your new department?

Suggestions for a Positive Transition to NDSU

- Get to know people in your department.
- Keep a running list of questions.
- Ask questions (Like we always tell our students, there are no dumb ones).
- Don't be afraid to ask a departmental colleague to coffee or lunch.
- Avoid thinking you're the only one, or that you're alone.
- Forge friendships with faculty outside your department.
- Stay connected with the new faculty you've met this week.
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