

NSF ADVANCE PROJECT TEAM MEETING
Stenjhem Room, Alumni Center
June 15, 2007 at 12:00 PM
MINUTES

Present: K. Slobin, C. Bilen-Green, B. Birmingham, K. Froelich, H. Hammad, S. Holbrook, C. Hall, R. Magel, K. McCaul, M. McCullagh, R.C. Schnell, D. Schwert, G. Smith, C. Strom, C. Wolf, and K Sizer.

The meeting opened with a farewell to Kathleen Slobin for her generous commitment of time, energy, and work to this group. Provost and VPAA Schnell attended to recognize Kathleen's contributions and present her with small gifts representing the group's thanks for her work toward meeting our shared goals.

1. Announcements:
 - a. FORWARD representative on the Diversity Council
 - b. NSF ADVANCE Grant Update – still pending

2. Interview study of faculty who have left NDSU
 - a. The proposal from Curt Biller will be circulated to the whole group. A. Burnett and M. McCullagh will look into getting an IRB approval for the resigned faculty interview study.
 - b. Provost Schnell stated that he wants the interview study to cover all resigned faculty, not only STEM faculty. Dean McCaul commented that it would be beneficial to compare STEM faculty versus non-STEM faculty.
 - c. NDSU STEM Departments were identified ([Attachment 1](#)).

3. Grant Writing
 - a. Rhonda reported that she is working on updating 2001-2007 data.
 - b. There are a total of 32 ADVANCE Institutions. During the 2006 cycle 13 institutions received an institutional transformation grant. Each of the proposals will be reviewed by a committee member ([Attachment 2](#)).
 - c. Kay Sizer reported on TIG: According to David Givers, EPSCOR, TIG is willing to help with the next ADVANCE proposal once again. TIG will assign FORWARD a proposal writer who we can give reviews from the last proposal cycle. Hopefully, we will have the same person as last time.
 - d. C. Bilen-Green distributed a list of grant writing tasks that A. Burnett, M. McCullagh, and B. Birmingham had prepared. Several items were added to the list. K. Slobin recommended working with C. Strom to address the 'rural university' issue that was brought up by the reviewers ([Attachment 3](#)).
 - e. C. Bilen-Green shared her notes from the 2007 Women in Engineering Program Advocates (WEPAN) conference ([Attachment 4](#)).

The next ADVANCE/FORWARD meeting will be on
Friday, July 13th at noon
in the Dean's Conference room, CEA 201.

Attachment 1: NDSU Academic Departments (STEM Departments in Bold)

<p><u>Agriculture</u></p> <ul style="list-style-type: none">▪ Agribusiness and Applied Economics▪ Agricultural and Biosystems Engineering▪ Animal and Range Sciences▪ Cereal and Food Sciences▪ Entomology▪ Plant Pathology▪ Plant Sciences▪ Soil Sciences▪ Veterinary and Microbiological Sciences <p><u>Arts, Humanities, and Social Sciences</u></p> <ul style="list-style-type: none">▪ Communication▪ Criminal Justice and Political Science▪ English▪ Fine Arts (Music, Theater and Visual Arts)▪ History and Religion▪ Modern Languages▪ Sociology/Anthropology/Emergency Management <p><u>Business</u></p> <ul style="list-style-type: none">▪ Accounting and Information Systems▪ Finance▪ Management, Marketing and Finance <p><u>Engineering & Architecture</u></p> <ul style="list-style-type: none">▪ Aerospace Studies▪ Agriculture and Biosystems Engineering▪ Architecture and Landscape Architecture▪ Civil Engineering▪ Construction Management & Engineering▪ Electrical and Computing Engineering▪ Industrial and Manufacturing Engineering▪ Mechanical Engineering▪ Military Science	<p><u>HD&E</u></p> <ul style="list-style-type: none">▪ Apparel, Design, Facility & Hospitality Management▪ Child Development & Family Science▪ School of Education▪ Health, Nutrition & Exercise Sciences <p><u>Pharmacy</u></p> <ul style="list-style-type: none">▪ Pharmacy Practice▪ Pharmaceutical Sciences▪ Nursing▪ Allied Sciences <p><u>Science & Math</u></p> <ul style="list-style-type: none">▪ Biological Sciences▪ Chemistry & Molecular Biology▪ Coatings & Polymeric Materials▪ Computer Science▪ Geosciences▪ Mathematics▪ Physics▪ Psychology▪ Statistics
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Attachment 2.

2006 ADVANCE Institutions	Reviewer
Brown University – Providence, RI	Rhonda Magel
Cal Poly Pomona Foundation, Inc. – Pomona, CA	Christina Weber
Cornell University – Ithaca, NY	Marjorie McCullagh
Duke University – Durham, NC	Hana Hammad
Iowa State University – Ames, IA	Betsy Birmingham
Marshall University Research Corporation – Huntington, WV	Betsy Birmingham
New Jersey Institute of Technology – Newark, NJ	Karen Froelich
Rensselaer Polytechnic Institute – Troy, NY	Don Schwert
Univ. of North Carolina at Charlotte – Charlotte, NC	Kalpana Katti
University of Arizona – Tucson, AZ	Ann Burnett
University of Illinois at Chicago – Chicago, IL	Kevin McCaul
University of Maryland Eastern Shore – Princess Anne, MD	Charlene Wolf-Hall
William March Rice University – Houston, TX	Canan Bilen-Green

Attachment 3.

ADVANCE Grant Writing

- Goals – must match the solicitation, measurable
- Rationale – based on literature, evidence that the approach will work
- Project Description – details
- Evaluation – importance of objectivity, evaluator involved from the beginning
- Dissemination – contribute to the knowledgebase
- **Institutionalization**

Tasks	Target Date	Person(s) Responsible
1. Assess the status of women faculty on the NDSU campus. <ul style="list-style-type: none"> - Select benchmarks for progress in meeting FORWARD mission. - Update the data re: current status of women faculty and work climate for inclusion of results in the next DVANCE application (e.g. COACHE data) (projected to be Fall 2007). - Monitor & support interviews with women faculty who have separated from NDSU recently, with attention to reasons for leaving. 		
2. Review theoretical models of social change, and select one for use in guiding the efforts of the committee		
3. Publish results of past and future studies of NDSU faculty in the form of news items (NDSU Magazine, IHAS), journal articles, and conference presentations.		
4. Obtain support for selected NDSU faculty to study university climate and gender roles (e.g., service, teaching load, research support).		
5. Review proposals that were funded during the 2005-2006 cycle (13 Institutions)		
6. Identify and address issues raised by the reviewers and Dr. Chowdhury (2006 ADVANCE Program Officer)		
7. Identify and prioritize programs		
8. Address the rural university image		
9. Evaluation/ External		

Attachment 4.

2007 WEPAN National Conference

Leah Jamieson, Purdue Dean of Engineering, President-elect of IEEE

“Diversity as a core value embedded in our most central academic values”

- Strategic Oversight Committee for Faculty Hiring
 - o Three goals in faculty hires
 - Multidisciplinary
 - Quality
 - Diversity
- Tenure and Promotion
 - o One page candidate’s own statement on contributions towards improving diversity and climate
- Diversity Forums
 - o 2.5 day multicultural forum
 - o 2 day gender forum
 - o Away from campus
 - o Expectation is included in offer letter
 - o Most important outcome: network of male faculty champions of diversity
- Build Community of Women
 - o All Heads and Deans are interviewed and assessed by a committee of women faculty
- Budget Re-Allocation (2%) based on performance in
 - o Research expenditure
 - o PhD production
 - o Faculty diversity

Karan Watson, Texas A&M, Dean of Faculties & Associate Provost

- Faculty are the culture holders, Deans and Chairs come and go: can’t do transformation with out faculty support.
- Seek ‘Respect All’ not ‘Welcoming All’
- Beware that some groups are taxed more

Sheila Edwards Lange, University of Washington, Vice President for Minority Affairs and Vice Provost for Diversity

- Transparency in decision making
- Ongoing reports on diversity to campus community
- Diversity council has two members (faculty, staff, students) from each unit
- Diversity is everyone’s responsibility: included in rewards, budgeting, and planning
- Used as qualification for new hires, senior leadership

Jennifer Sheridan, WISELI, University of Wisconsin Madison

- Training for search committee chairs and members
- Department chair workshops – all engineering chairs went through the training
- Survey question: “Climate for women in my department is good”
 - o 70% of women agreed
 - o 90% of men agreed
 - o 95% of dept. chairs agreed
 - o No significant change from 2003 to 2006
 - o Some improvement for departments that had at least one faculty who went through training

Raytheon – Reverse Mentoring