

## NDSU Advance FORWARD

### Focus On Resources for Women's Advancement, Recruitment/Retention, and Development

*An Institutional Transformation Project Funded by the National Science Foundation*

**Course Release** grants provide funds for one-semester release from teaching responsibilities. Open to Assistant, Associate, and not-yet tenured Professors in STEM disciplines.

- Application format: Course Release grant cover sheet, support letter from department, Vita.
- Review: Internal review committee will make the award decisions.
- Budget cap: **Cost of teaching replacement for the applicant.** Deadline: **November 2, 2012**

**Mentor Relationship Travel** grants provide funds for meeting with mentors from outside NDSU to build long-term professional mentoring relationships. Open to Assistant, Associate, and not-yet-tenured Professors.

- Application format: Mentor Relationship Travel grant cover sheet.
- Review: Internal review committee will make the award decisions. Review criteria include nature and richness of expected mentoring relationship, and overall quality of the application.
- Budget cap: **\$1,500** per application; expect to fund 20-30 applications Deadline: **January 11, 2013**

**Leadership Development** grants provide funds for attending a national leadership training program. Open to tenured faculty.

- Application format: Leadership Development grant cover sheet.
- Review: Internal review committee will make the award decisions.
- Budget cap: **\$10,000** per proposal Deadline: **February 8, 2013**

**Climate and Gender Equity Research** grants are awarded to interdisciplinary research teams whose work addresses issues of gender in the academy. Open to all interdisciplinary research teams composed of tenure-track or tenured faculty.

- Application format: Climate Research grant cover sheet, project description, Vita.
- Review: Compliant proposal will be sent to at least two external technical reviewers. An NDSU internal review committee will evaluate the proposals, the external evaluators' feedback, and make the award decisions.
- Budget cap: **\$10,000** per proposal; expect to fund 1-3 applications Deadline: **March 28, 2013**

**Leap Lab Renovation** grants provide funds to improve lab infrastructure to advance research programs. Open to Assistant, Associate, and not-yet tenured Professors in STEM disciplines.

- Application format: Leap Lab Renovation grant cover sheet, project description, cost estimates, Vita.
- Review: Compliant proposal will be sent to at least two external technical reviewers. An NDSU internal review committee will evaluate the proposals, the external evaluators' feedback, and make the award decisions.
- Total funds **available: \$100,000**; expect to fund 1-5 applications Deadline: **April 26, 2013**

**Leap Research** grants provide funds to seed successful grant proposals. Open to Assistant, Associate, and not-yet tenured Professors in STEM disciplines.

- Application format: Leap Research grant cover sheet, project description, PTE reviews, Vita.
- Review: Compliant proposal will be sent to at least two external technical reviewers. An NDSU internal review committee will evaluate the proposals, the external evaluators' feedback, and make the award decisions.
- Budget cap: **\$30,000** per proposal Deadline: **April 26, 2013**

❖ The National Science Foundation's **classification of STEM degree programs** can be found at <http://www.nsf.gov/statistics/nsf08321/pdf/nsf08321.pdf>, and serves as a guide as to which disciplines fall under STEM by NSF standards.

❖ **Proposal submission:** Email application materials to [ndsu.forward@ndsu.edu](mailto:ndsu.forward@ndsu.edu). The subject line must read the name of the grant program. Your department chair/head and dean must be carbon copied on the submission email message.

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The **NDSU Advance FORWARD** project, funded by NSF beginning in Fall 2008, was developed in response to 1) research on the campus climate conducted at NDSU over the past several years; 2) the compilation and analysis of institutional data on the recruitment and retention of women faculty; and 3) the obvious scarcity of women in academic administrative roles. The research results and institutional data are available on the FORWARD website, along with the complete proposal.

The five goals of **NDSU Advance FORWARD** address the findings of research and institutional data analysis:

- ❖ Improve the climate across the campus;
- ❖ Enhance recruitment of women faculty in STEM disciplines by employing targeted recruitment strategies;
- ❖ Increase retention of women faculty in STEM disciplines through the probationary period and the promotion/tenure process;
- ❖ Promote/advance women associate professors in the STEM disciplines;
- ❖ Create leadership opportunities by promoting and hiring women into academic leadership positions.

**NDSU Advance FORWARD** includes three major components:

### Campus Climate

### Advancement/Leadership

### Research

The **Advance FORWARD** organizational structure reflects the relationship of these three components to the overall project:

To achieve the project goals, the **campus climate** and **advancement/leadership** components provide professional development and mentoring for women faculty – both junior and mid-career, workshops for academic administrators and faculty on climate issues, and the development of men as advocates and allies. Within all three of these components there are specific, funded incentives to support change efforts. The project also includes the creation of a Commission on the Status of Women Faculty, appointed by the Provost. This group monitors measures of change and proposes policies to support the goals.

The **research** component is a significant aspect of the project designed to assess if and how the incentives and programs lead to the achievement of the goals and, ultimately, to institutional transformation.

