

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – September 1 – November 30, 2012**

Significant accomplishments: Since the fourth quarterly report for Year 4 submitted August 31, 2012, the following items have been initiated and/or completed as part of the Advance FORWARD project:

Events:

Hosted a visit by the External Advisory Board (EAB) members, October 2-3, 2012. During their visit the EAB heard a presentation by members of the FORWARD team and met with the following groups: the Promotion to Professor Task Force, the Women with Disabilities Task Force, the Commission on the Status of Women Faculty (CSWF), the FORWARD Steering Committee, and the group developing search training for other institutional audiences; EAB members also met with a group of women department chairs.

- During the visit, Dr. Peggy Johnson (an EAB member) conducted a workshop on leadership and fundraising for department chairs and senior faculty; 42 individuals attended; both quantitative and qualitative evaluation responses (31 of the 42 attendees) indicated that the workshop was well received, and the information useful to the attendees: a total of 64% rated the workshop above average (45%) or excellent (19%).

Advocates and Allies

- Conducted NDSU Ally trainings on September 27 and November 16. Trainers were Rob Gordon (psychology), Scott Pryor (ag&biosystems engineering), and Chad Ulven (mechanical engineering). The evaluations for these trainings showed that 90.9% of respondents will be able to implement new strategies to promote a more equitable climate for women faculty at NDSU as a result of their participation in this Ally training.
- Conducted Ally training at Louisiana Tech on October 13 in the College of Engineering and Science. Trainers were Tom Stone Carlson (human development & family science) and Ulven. Between 30 and 36 male faculty took the training in three sessions. Evaluation data indicated that most respondents learned techniques that would help them improve climate in their departments. Specifically, the evaluations revealed that 95.5% of the respondents felt their knowledge of unconscious gender bias and its impact on university climate had increased after the Ally training (36.4% strongly agreed; 59.1% agreed), and 90.9% reported that they will be able to implement new strategies to promote a more equitable climate for women faculty as a result of their participation in the training (13.6% strongly agreed; 77.3% agreed).
- Planned spring Ally college specific trainings for the Colleges of Arts, Humanities and Social Sciences (AHSS), Human Development and Education (HD&E), and Science and Mathematics (SM). Deans in each of these colleges have set goals for male faculty participation in the Ally/Advocate program: AHSS 50%, HD&E 60%, SM 60%.
- Held discussion meetings (September 12, October 10, and November 14) with the three new Advocates who are reading Virginia Valian's *Why so Slow?*; they also read the original *Chronicle of Higher Education* article dealing with shortage of women faculty at NDSU, and the Advance FORWARD grant proposal.
- Worked on development of case studies to be used in Ally follow-up sessions (coffee meetings); this work is being done by continuing Advocates.
- Held Ally coffee meetings where readings were discussed: September 7 (6 Allies attended), October 4 (4 Allies attended), and November 7 (5 Allies attended).
- Held regular Advocate meetings on September 5, 19, and 26; October 17; and November 21, to discuss plans for the year and readings.

Climate

- Held two pedagogical luncheons:
 - a presentation by Dr. DeRionne Pollard, President of Montgomery College entitled *Recognizing and Embracing the Counter Narrative: Gender, Race, and Sexual Orientation in the Classroom and Work Environment* on October 25, 2012. Sixty-five individuals attended this pedagogical luncheon (53 completed evaluations). Respondents' evaluations reveal that their understanding of the differences related to gender, race, and/or sexual orientation had increased as a result of attending Dr. Pollard's lecture (35.8% strongly agree; 52.8% agreed), and 94.3% of the respondents reported they will be able to use the information they learned in their work and/or interactions with other faculty at NDSU (54.7% strongly agree; 39.6% agreed).
 - a presentation by Dr. Laurel Vermillion, President of Sitting Bull College, on *The Importance of Including Culture, Community, and Collaboration into Pedagogy* on November 5, 2012. Seventy-seven individuals (58 completed evaluations). Results of the evaluations indicated that 72.5% of the respondents will be able to implement new strategies for collaborating with Native American faculty and working with Native American students as a result of attending this lecture (32.8% strongly agree; 39.7% agreed). In addition, 16 administrators attended a session for department head/chairs and deans (14 completed evaluations). Among administrator respondents 78.6% reported that they had gained a greater understanding of how issues of culture, community, and collaboration impact their work as an administrator (28.6% strongly agree; 50.0% agreed).
- Worked on synthesizing the best ideas from the many speakers the Advance FORWARD project has hosted over the years into "tip sheets." These sheets are single pages with a list of quick tips to help with climate issues in the users' units. These will be shared through mail and e-mail and posted on the "Resources" page of the FORWARD website. The initial tip sheet addresses ways to run an inclusive meeting. Currently, the climate team is working on sheets for new faculty, senior faculty, chairs and heads, and deans.

Women with Disabilities Task Force

The Women Faculty with Disability Task Force continued to consider NDSU policies relevant to faculty with disabilities and to formulate recommendations for revisions. Recommendations for Policy 352 on promotion, tenure and evaluation include changes in tenure clock extension due to disability, procedures for maintaining confidentiality, and clarification that there would be no increase in expectations when extensions are granted. Based on analyses of the findings from the Fall 2011 faculty with disabilities survey, the Task Force is developing a white paper to be posted on the FORWARD site.

Commission on the Status of Women Faculty (CSWF)

- Shepherded revision of Policy 103 through final stages of approval process: Staff/Faculty Senates → Senate Coordinating Committee → General Counsel → President. The revised policy became effective October 3, 2012; revisions create appropriate distinctions between staff and faculty and clarify position announcement requirements for $\leq .5$ FTE and/or interim administrative positions.
- Interviewed individuals involved with Policy 103 implementation; worked with Office of Diversity, Equity, and Global Outreach to communicate Policy 103 changes and compliance procedures.
- Met with External Advisory Board; discussed further changes needed in Policy 103 (opportunity hires, dual career hires, cluster hires), and institutionalization options.
- Participated in initial Promotion, Tenure and Evaluation Committee workshops in September.

- Presented on current activities at FORWARD monthly meeting in October 2012; discussion included progress on the Student Rating of Instruction revision and CSWF institutionalization.

Promotion Tenure and Evaluation training (PTE)

- Held the initial PTE Committee workshops on September 4 and 5, 2012. A total of 78 individuals attended; most were members of departmental and college PTE committees. Evaluation respondents (49) indicated that they had acquired new information or understanding about how to arrive at a more equitable PTE process (32.7% strongly agreed; 53.1% agreed). Respondents also said they would be able to implement new strategies to address unconscious bias during the PTE process as a result of attending the workshop (22.4% strongly agreed; 59.2% agreed).
- Held PTE training for department chairs and other administrators on October 9, 2012; 25 individuals attended. Evaluation respondents (19) indicated that they had acquired new information or understanding about how to arrive at a more equitable PTE process (31.6% strongly agreed; 68.4% agreed). Respondents also said they would be able to implement new strategies to address unconscious bias during the PTE process as a result of attending the workshop (36.8% strongly agreed; 47.4% agreed).

Mentoring

- Assembled 16 cohort mentoring groups; each group includes two mentors and three (new faculty) mentees. The cohort groups continue to be separated by gender (6 women's groups; 10 men's groups), and then by discipline ("STEM" and "non-STEM"). Held a "Meet and Greet" event on September 26 for the cohorts which included brief remarks about the program followed by opportunities for each cohort group to meet and plan their schedules for future meetings.
- Sponsored three presentations on mentoring by Dr. Mary Deane Sorcinelli, Associate Provost for Faculty Development at University of Massachusetts, Amherst on November 8, 2012:
 - workshop for faculty was entitled *Mutual Mentoring: Moving Beyond One-Size-Fits-All Mentoring*; 21 individuals attended (14 completed evaluations). A total of 92.8% of the evaluation respondents reported that they will be able to implement new strategies to identify possible mentors as a result of their participation in this workshop (57.1% strongly agreed; 35.7% agreed).
 - workshop for department heads was entitled *Helping Faculty Build Effective Mentoring Networks: The Role of Chairs*; 15 individuals attended (12 completed evaluations). All of the evaluation respondents (100%) for this session reported that their understanding of both traditional and emerging models of mentoring had increased as a result of attending this workshop (75.0% strongly agreed; 25.0% agreed). In addition, 83.3% of the respondents reported they will be able to implement new mentoring strategies in their unit as a result of their participation in this workshop (50.0% strongly agreed; 33.3% agreed).
 - a third session for deans and vice presidents; 6 individuals attended, and all evaluation respondents (5) indicated they would be able to implement new strategies in their units to encourage effective mentoring as a result of their participation (40% strongly agreed; 60% agreed).

Networking

- Offered speed networking on Friday, October 26, 2012. Invitations were distributed to all NDSU faculty, as well as to University of North Dakota (UND, Grand Forks) faculty, to encourage inter-university networking opportunities. Although 22 faculty responded to the invitations, only 9 faculty actually attended including 2 from UND. Evaluations from those who attended were positive; specifically, participants were asked if they had formed a relationship

that could lead to a professional collaboration; 100% agreed that they had. Evaluations, however, also indicated that the time for this event was problematic and the recommendation was to offer networking over the noon hour.

Recruitment

- Offered two sessions of the Search Committee training, October 10 and 11, 2012. A total of 37 individuals attended (27 completed evaluations). The training had been revised slightly in response to evaluation feedback and in order to include a case study for discussion. The evaluation results found that 92.0% of the respondents felt their knowledge of how to identify and recruit a diverse pool of applicants increased (36.4% strongly agreed; 55.6% agreed); 96.3% of the participants felt they had acquired new information or understanding about how to address gender inequity during the faculty search process (51.9% strongly agreed; 44.4% agreed); 96.3% of the participants reported they will be able to implement new strategies to address unconscious bias during the faculty search process (48.15% strongly agreed; 48.15% agreed).
- Continued to participate in the development of search training for committees involved in professional (non-faculty) staff searches and for administrative assistants who support searches for both faculty and professional staff.

Leadership and Advancement

- Attended a dinner for women administrators hosted by the President on September 14, 2012; 14 women - department chairs, assistant and associate deans, and one dean - attended, several attendees are active in Advance FORWARD. The President talked about leadership and shared insights from his own experience.
- Sponsored two Promotion to Professor panels during the Fall Semester:
 - a panel on September 25 featured four deans (Clark-Johnson, HD&E; Johnson, Business; Peterson, Pharmacy, Nursing & Allied Sciences; Sandstrom, AHSS); the panel was facilitated by former Science & Math Dean McCaul, and panelists shared tips for promotion. Fifty-eight individuals, primarily associate professors, attended this session. Evaluation respondents indicated they had acquired new skills and/or information about applying for promotion to full professor at NDSU (28.3% strongly agreed; 58.7% agreed).
 - a panel on November 14 was composed of three faculty and focused on mentoring. Panelists included Birmingham (English), Sheridan (Biological Sciences) and Wolf-Hall (Veterinary and Microbiological Sciences). Twenty-nine individuals including administrators and faculty from all three ranks attended this session. A total of 73.6% of the evaluation respondents indicated they will be able to implement new strategies in their own process of becoming a full professor (36.8% strongly agreed and 36.8% agreed). In addition, 94.7% of the respondents reported that they had acquired new skills and/or information about being a mentor and different types of mentoring (36.8% strongly agreed; 57.9% agreed).
- Continued to have participation in the leadership listserv which has 46 participants with postings at least monthly.

Internal Advisory Board (IAB)

Met on November 16, 2012, to discuss specifically how the IAB role might develop and change as institutionalization of FORWARD evolves. Birmingham met with the group to share FORWARD institutionalization efforts to date.

Research and Dissemination

- Continued revisions on paper submitted earlier by Burnett, Anicha and Bilén-Green, "Male Faculty as Gender-Equity Advocates: A Qualitative Analysis of Theory and Praxis" to Men and

Masculinities. The initial submission was rejected but with good recommendations to examine additional research. The authors will submit a revised manuscript.

- Drafted papers on the Advocate/Ally program and the FORWARD mentoring program for a December submission date to American Society for Engineering Education.
- Gave an invited talk entitled, “Engaging Male Colleagues in Institutional Transformation,” at the Texas A&M Advance Scholar Symposium on October 11, 2012 (Bilen-Green).

Evaluation

- Began coding the transcripts of the interviews with 15 FORWARD Advocates, two focus groups with FORWARD Allies, and two focus groups with women faculty.
- Continued to evaluate each of the FORWARD programs; evaluation data is reported with relevant event above. These evaluations have also provided insight into the impact these programs are having on the five overall goals of Advance FORWARD.
- Continued efforts to locate contact information for all the tenure and tenure track faculty members who resigned from NDSU over the past 18 months. External evaluator Britton will begin conducting interviews with these faculty in January or February of 2013.
- Prepared summary of the self-report survey from recipients of each grant and award program (i.e., Travel Award, Leap Research Grant, Course Release Award, Climate Gender Research Grant, and Leadership Development Award). Key findings show that
 - 76.7% of the FORWARD grant recipients felt their award had had a positive impact on their decision to remain at NDSU (27.3% strongly agreed, 28.6% agreed, and 20.8% somewhat agreed).
 - 80.6% that their participation in the FORWARD award/grant program(s) had had a positive impact on their tenure and/or promotion process (36.4% strongly agreed, 29.9% agreed, and 14.3% somewhat agreed).
 - 75.4% reported that their participation in the FORWARD award/grant program(s) had helped them develop leadership skills that will assist in their career advancement (19.5% strongly agreed, 29.9% agreed, and 26.0% somewhat agreed).
 - 76.7% reported that their participation in the FORWARD award/grant program(s) had positively enhanced their experience of the campus climate at NDSU (22.1% strongly agreed, 32.5% agreed, and 19.5% somewhat agreed).
 - grant recipients who completed the self-survey reported that they had a total of 38 grants funded and 8 articles accepted for publication.

Best Idea:

- Launched officially the North Dakota Chapter of the Association of Women Geoscientists on October 18, 2012; the chapter has an initial membership of 30. The chapter was initiated by Dr. Stephanie Day, assistant professor, and Ms. Jessie Rock, lecturer, both in the NDSU Department of Geosciences.
- Responded to a request from the Provost for a proposal outlining the costs of the institutionalization commitments made by NDSU administration in the Advance grant. The request, to which the Provost has verbally agreed, includes funding to sustain successful programs developed through Advance FORWARD and offers a structure for maintaining those programs including continuation of the FORWARD office.

Personnel Changes:

- Bilen-Green, vice provost for advancement of faculty and Advance FORWARD executive director, became the Principal Investigator for the Advance grant on September 2, 2012.
- Candace Lee, graduate student who was assisting primarily with mentoring but also with CSWF and Advocates, is leaving FORWARD on November 30, 2012, to take a position at Southern University, New Orleans.