

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239  
Quarterly Progress Report – September 1, 2009 to November 30, 2009**

**Significant accomplishments:**

Since the last quarterly progress report submitted for the period June 1 - August 31, 2009, members of the project team have initiated and/or completed these items:

**List of activities/accomplishments for 4<sup>th</sup> quarterly report:**

- Gave a presentation on October 7, 2009, at a Brown Bag lunch: "It's All About the Numbers: Men and Women Faculty Status at NDSU" based on NSF 12 indicator data (Slanger, Erickson, Magel, and Bilen-Green).
- Awarded two Climate and Gender Equity Research grants:
  - 1) Kathy B. Enger, Assistant Professor, School of Education  
Project Title: *Motivation and Adaptability Factors for Females in the "Leaky Engineering Pipeline*.  
Project collaborators include: Manjusha Saraswathamma, doctoral student, School of Education at NDSU and Assistant Professor of Chemistry at Minnesota State Community and Technical College in Moorhead, and Achintya N. Bezbaruah, Assistant Professor, Civil and Industrial Engineering, NDSU.
  - 2) Angie Hodge, Assistant Professor, Department of Mathematics and Teacher Education  
Project Title: *Developing Gender Equity in Mathematics Classrooms: What Does it Take to Succeed?*  
Project collaborators include: Christina Weber, Department of Sociology, Anthropology, and Emergency Management, NDSU.
- Provided Webinar training related to recruitment for faculty, staff and administrators:

Title	Training Sponsor	Date	Attendance
Evidence Based Strategies for Recruiting a Diverse Faculty	Innovative Educators	9-2-09	6 faculty 1 FORWARD staff
Recruiting and Retaining Generation X Faculty	HERC	10-7-09	1 faculty 1 FORWARD staff
Do's and Don'ts of Online Recruiting	HERC	10-15-09	1 faculty 2 FORWARD staff
The Four A's of Recruitment Advertising - How to Track Results and Make the Most of your Budget	HERC	10-29-09	1 faculty 1 dept. support staff 1 FORWARD staff
How to Build a Social Network Strategy for Recruiting Faculty and Staff	HERC	11-12-09	2 faculty 1 FORWARD staff

- Sponsored Dr. Virginia Valian, Distinguished Professor of Psychology and Linguistics at Hunter College and the Graduate Center of the City University of New York and author of the book *Why So Slow? The Advancement of Women*, on September 25. In addition to a campus-wide presentation (FORWARD Lecture Series), she met with and gave presentations to several different groups including major administrators, department heads/chairs, women faculty, and the FORWARD Advocates. Over 150 people attended the various sessions and the evaluations from each session were consistently very positive.
- Sponsored Dr. Mark Chesler, Emeritus Professor of Sociology, University of Michigan, on November 19-20. He conducted training with the FORWARD Advocates group, made a presentation to which the campus community was invited (FORWARD Lecture Series) and met

with several smaller groups including major administrators and academic department heads/chairs. Evaluations from the various sessions are being compiled.

- Sponsored a presentation by Dr. Dana Britton professor of sociology, Kansas State University, on barriers to promotion to full professor in STEM disciplines. Fifty-five people attended the noontime event (FORWARD Lecture Series), and the evaluations were very positive.
- Publicized a call for proposals for 1) course releases for spring semester 2010 [due November 30, 2009, and for fall semester 2010 due March 1, 2010], 2) travel grants for 2009-10 [due January 15, 2010], and 3) leadership development grants for 2009-2010 [due February 15, 2010].
- Participated in meeting for NSF Advance PIs in Washington, DC (Bilen-Green, Burnett and Nash), October 29-30, 2009. At the PI meeting, the co-directors met with several members of the External Advisory Board (EAB) who were also in attendance (Carlson, Kramer and Sheridan) and discussed ways to increase the effectiveness of the EAB.
- Continued data collection about academic administrator and faculty searches.
- Sent a letter to the State Board of Higher Education following the announcement that President Chapman has resigned. The letter noted the importance of support for the FORWARD project by key leaders and urged that interim presidential appointment include consideration of individuals' interest and support for the project. The search committee, appointed by the Chancellor of the State Board of Higher Education, includes Advance FORWARD senior personnel (Katti, McCaul).
- Continued work on the space study although it is not yet completed. Project coordinator Nash is exploring the use of the space study data as well as other 12 indicator data for her dissertation research.
- Continued Commission on the Status of Women Faculty work:
  - Met with FORWARD team in October to touch base; mainly a coordination/ informational session.
  - Identified and discussed key policies that impact women's position on campus including internal appointments and PTE processes.
  - Began policy revision (using a subcommittee) that would require (rather than "suggest") internal posting of part-time administrative positions as a means to open opportunity to women and other interested individuals who may otherwise be overlooked. A draft policy change is currently circulating to various campus groups.
  - Began to address ongoing governance of CSWF (including how to maintain the CSWF as a permanent part of the university).
  - Worked on process for awarding the academic department Gender Equity Award in Spring 2010.
- Initiated the cohort mentoring program; there are 11 cohorts campus wide (male and female) 5 of which are female cohort groups. The mentors met for initiation and training on September 21 (each mentor received a copy of JoAnn Moody's pamphlet: "Mentoring early-stage faculty: Myths and missing elements"). The mentors and mentees met on September 28 for a luncheon meet and greet. Two speaker/trainers for the mentoring program are scheduled for next semester: MaryDeane Sorcinelli from UM Amherst and Joey Sprague from University of Kansas.

#### **Areas of difficulty/resistance:**

- Lack of credit for the Advance grant award and the work by the co-directors on this project as scholarly work. The work of one of the co-directors (not in a STEM discipline) was discounted by her department when her application for promotion to full professor was being considered.
- The size of the External Advisory Board appears to be a barrier to the effective use of that group for the project. Reflections about the first visit in August indicate that the current size (originally 9 members but only 8 have participated to date) makes it difficult for one-on-one interactions with FORWARD leadership. This is a concern experienced by the FORWARD leaders and also expressed by some of the EAB members themselves. Since several EAB members also attend the ADVANCE PI meetings, that setting offers an opportunity for additional contact with at least some of the EAB members, especially those with direct NSF ADVANCE involvement. A half-day meeting between EAB members and the NDSU representatives at the Advance PI meetings in connection with the PI meetings would be very beneficial for FORWARD and also cost efficient.

- Restructuring of the FORWARD team to create a steering committee as recommended by the External Advisory Board. The start-up work common to the beginning of a new academic year precluded the implementation of this recommendation, but it is considered a valuable one and the FORWARD leadership will be moving ahead on it in the coming quarter.

**Best idea yet:**

Several good ideas have surfaced during the past quarter. They include:

- Possibility of using the ADVANCE PI meeting as a time to meet with at least a few of our External Advisory Board members.
- Asking the Deans to bring a distinguished professor or a senior faculty member from their college to the meetings we have for them with our speakers.
- Asking chairs to bring a senior faculty member from their department to the workshops we have for them.

**Project evaluation:**

Below is a summary of the activities related to project evaluations that have been accomplished from September 1 through November 30:

- Contracted with Ramona Danielson, from the North Dakota Data Center, to analyze the data from the worklife survey. A full report of all of the analyses is expected by December 30, 2009.
- Developed a final draft of the academic administrative survey in consultation with Dr. Frances Lawrenz, our external evaluator. Administration of the survey to all academic administrators on campus is planned for in mid-February.
- Evaluated each FORWARD climate program (e.g., lectures and workshops by Drs. Virginia Valian and Dana Britton, climate gender grant information sessions, etc.); the results provide valuable information on how to structure future programs as well as topics for future presentations.
- Collect (in process) data on the gender composition of STEM and Non-STEM thesis and dissertation committees. FORWARD Scholars are currently working on this data collection (Graduate School Committee Composition Project). We are collecting the gender composition of these examination committees beginning with committees formed during the fall semester of 2006 through fall semester 2009. If gender based patterns are found, we will continue to collect this data throughout the course of the grant.
- Participated in Dr. Dana Britton's interview study of the transition from associate to full professor for STEM faculty at Western public universities (PAID Grant). Seven full professors and seven associate professors were interviewed.
- Contracted with Dr. Britton to interview nine of our 12 full women professors. One additional interview will occur at the end of November. The interviews focused on the promotion process from associate to full professor and leadership opportunities for faculty and how these vary by gender. These interviews are currently being transcribed for analysis.
- Contracted with Dr. Britton to conduct four focus groups of associate professors: (1) STEM women, (2) Non-STEM women, (3) STEM men, and (4) Non-STEM Men. The questions asked during the focus groups were on the promotion process from associate to full professor and about the climate at NDSU. These focus groups are currently being transcribed for analysis.
- Developed two self-report surveys for recipients of each of our grant and award programs (i.e., Travel Award, Leap Research Grant, Course Release Award, Climate Gender Research Grant, and Leadership Development Award). The first survey will be administered in January and the second in April.

**Personnel update:**

None to report for this quarter.

**Updated tables showing women faculty of color in STEM and Non-STEM colleges for baseline data.**

The following tables are corrections to the tables in the fourth quarterly submitted September 1, 2009. Those tables inadvertently omitted the College of Science and Mathematics so these corrected tables are intended to replace those earlier tables.

**STEM Women Faculty of Color by College, Tenure Status and Rank - 2008-09\***

College	Tenured/Tenure track			Non tenure track
	Full	Associate	Assistant	
Agriculture, Food Safety, & Natural Resources	1	0	3	0
Arts, Humanities, & Social Sciences	0	0	0	0
Business	0	0	0	0
Engineering & Architecture	1	1	3	0
Human Development & Education	0	0	0	0
Pharmacy, Nursing, Allied Sciences	0	0	0	0
Science and Math	0	1	5	0
<b>Totals</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>0</b>

**Non-STEM Women Faculty of Color by College, Tenure Status and Rank – 2008-09\***

College	Tenured/Tenure track			Non tenure track
	Full	Associate	Assistant	
Agriculture, Food Safety, & Natural Resources	0	0	1	0
Arts, Humanities, & Social Sciences	0	0	0	0
Business	0	0	4	1
Engineering & Architecture	0	0	0	0
Human Development & Education	0	1	3	0
Pharmacy, Nursing, Allied Sciences	0	0	1	0
Science and Math	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>1</b>

**STEM Women Faculty of Color by College, Tenure Status and Rank - 2007-08\***

College	Tenured/Tenure track			Non tenure track
	Full	Associate	Assistant	
Agriculture, Food Safety, & Natural Resources	0	0	3	0
Arts, Humanities, & Social Sciences	0	0	0	0
Business	0	0	0	0
Engineering & Architecture	1	0	3	0
Human Development & Education	0	0	0	0
Pharmacy, Nursing, Allied Sciences	0	0	0	0
Science and Math	0	2	1	0
<b>Totals</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>0</b>

**Non-STEM Women Faculty of Color by College, Tenure Status and Rank – 2007-08\***

College	Tenured/Tenure track			Non tenure track
	Full	Associate	Assistant	
Agriculture, Food Safety, & Natural Resources	0	0	1	0
Arts, Humanities, & Social Sciences	0	0	1	0
Business	0	0	1	1
Engineering & Architecture	0	0	0	0
Human Development & Education	0	0	3	0
Pharmacy, Nursing, Allied Sciences	0	0	0	1
Science and Math	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>

\*Because the numbers of women faculty of color are so small, the data is reported by college rather than department. Colleges with both STEM and Non-STEM departments are shown in both tables.