

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report –December 1, 2012 – February 28, 2013**

Significant accomplishments: Since the first quarterly report for Year 5 submitted November 30, 2012, the following items have been initiated and/or completed as part of the Advance FORWARD project:

Advocates and Allies

- Received pledges from deans in three colleges to have 50-75% of their men on faculty attend ally training.
- Held joint college specific Ally trainings for the College of Arts, Humanities and Social Sciences and the College of Human Development and Education on February 5. Twenty-eight men from the two colleges attended this training; 21 completed evaluations. Of those who completed the evaluation 76% reported that they would be able to implement new strategies to promote a more equitable climate for women faculty at NDSU as a result of their participation in the ally training. All of the respondents reported that they were personally committed to addressing issues of gender bias and discrimination experienced by women faculty at NDSU. A third college specific training was scheduled on February 11 for the College of Science and Mathematics but it had to be cancelled due to a blizzard and the closing of the university on that date; this training has been rescheduled for March 4.
- Conducted three Ally coffee meetings as part of ongoing support and training for men who have completed the Ally training; meetings held on December 4, January 28, and February 12. Approximately 20 men attended one of these three sessions.
- Met with new Advocates to discuss assigned readings on January 17; this is a training and transitional effort led by two of the returning Advocates.
- Held regular monthly meeting of all Advocates on January 24.
- Met as Advocates with the FORWARD team for their monthly meeting on February 15; this provided an opportunity to update the FORWARD team on Advocate and Ally efforts, activities and challenges.
- Continued coding the transcripts of the interviews with 15 of the FORWARD Advocates, two focus groups with FORWARD allies, and two focus groups with women faculty. Our focus right now is on the Advocate interviews and we are seeking to address the following research questions:
 - What have the Advocates learned about unconscious bias?
 - What personal insight have the Advocates gained?
 - What changes have Advocates made in their belief system(s)?
 - What behavioral changes have Advocates made?
 - What benefits or positive impacts do the Advocates feel NDSU has experienced by having an Advocate and Ally program?
 - What changes or revisions would the Advocates recommend to the Advocate and/or Ally program?

Climate activities

- Held “Enhancing Department Climate” session for new employees on January 7, 2013. Nine individuals attended: seven were faculty and two were administrators. This workshop was geared toward new faculty members with the purpose of both introducing them to the FORWARD project and providing them with tools and suggestions for promoting a positive department climate within their own units. Responses to the evaluation revealed that 38% of the attendees *strongly agreed* that their knowledge about how to promote a positive climate at NDSU had increased after attending this workshop and 63% *agreed* with that same statement.

Additionally, 75% of the attendees *strongly agreed* that they would be able to implement new strategies to promote a more positive climate at NDSU as a result of their participation in this workshop, while 25% *agreed* that they would be able to implement new strategies to promote a more positive climate.

- Sponsored a four-hour anti-racism training for 17 department heads and administrators. Ten department chairs, three faculty and two deans completed the evaluation. The evaluations for the training found the following trends related to the larger goal of improving the NDSU climate: all of the participants who completed the evaluation reported their knowledge of institutional racism had increased as a result of attending the training, and they all reported that they had acquired new information or understanding about white privilege and systems of power and oppression. A large majority (93%) of the evaluation respondents reported that they would be able to implement new strategies to promote a more equitable climate for people of color at NDSU as a result of their participation in the workshop.
- Sponsored Community of Respect Workshop for administrative assistants on January 2-3. Training conducted by Gravely-Stack, Director of the NDSU Equity and Diversity Center.
- Sponsored a workshop for women faculty entitled “The Power of Dead Even Rule” on February 19. The workshop, led by Marie Hvidsten, Rural Leadership Specialist and Rural Leadership North Dakota Program Director with NDSU Extension Service, addressed gender differences in behavioral and communication patterns and the internal “rules” women and men use to define appropriate adult behavior. Seventeen individuals participated; 94% of the participants who completed the evaluation reported their understanding of gender differences in behavioral and communication patterns had increased. All of the evaluation respondents reported that their understanding of the internal “rules” women and men use to define appropriate adult behavior had increased. Of the evaluation respondents 94% reported they had acquired new skills, information or understanding about how to improve their interactions with my male colleagues. All of the evaluation respondents also reported they had acquired new skills, information or understanding about how to improve their interactions with their female colleagues. FORWARD will sponsor two additional sessions in March for women administrative assistants and staff who work directly with faculty.
- Continued lactation support for mothers returning to campus follow childbearing/family leave with monthly meetings, personal notes from active members, and a plan for broadening lactation support. Initiated additional lactation facilities with the prompting and support of the Provost to identify more lactation spaces across campus. A room is being custom built in the renovated Minard Hall, and a room is being refitted in the Criminal Justice Political Science building.
- Completed draft of the first of a series of “Best Practices for a Warmer Departmental Climate” on Facilitating Participation in Meetings.

Women Faculty with Disabilities Task Force

The final report on the results of the Faculty Disability Survey has been completed and will be posted on the FORWARD web page. The results will be used to support recommendations for revision of NDSU’s policy on faculty promotion, tenure and evaluation (Policy 352).

Commission on the Status of Women Faculty (CSWF)

- Held discussions with External Advisory Board, FORWARD team, and within the Commission itself regarding institutionalization of the Commission and its work. The Commission and a CSWF task force have produced a draft proposal which will next be discussed in FORWARD Steering Committee before proceeding further.
- Broadened the work involving Promotion, Tenure, and Evaluation Committee training and additional revision ideas for NDSU policy on faculty promotion, tenure and evaluation (Policy

352) by incorporating it into Faculty Senate subcommittee of Faculty Affairs Committee (with designated CSWF representation) for ongoing discussion and potential policy revision.

- Followed up with task force working on revision of Student Rating of Instruction (SROI); CSWF has representative on this group. Rethinking has led the group to move away from a major policy revision and the group is proceeding with efforts to incorporate new SROI questions created by a FORWARD group last year that reduce implicit bias.
- Finalized “new and improved” evaluation rubric for this year’s Advance FORWARD Department Award.
- Discussed administrator evaluation (NDSU Policy 327) and conducted interviews with department chairs and deans, assembled “best practices” and examples from other universities; the next step is to begin formulating policy change that will strengthen administrator evaluation. The CSWF effort to revise policy is in tandem with the work of another group chaired by Wolf-Hall; that group’s work is focused on the instrument to be used for gathering 360° feedback.
- Initiated discussion to find pragmatic ways to facilitate dual career hires even if funding pool for dual career hire positions is not realized.

Grant Programs

Continued various grant programs, accepting applications and/or making awards:

- Course release grants: Awarded six course release grants for the 2013-14 academic year: Julia Bowsher, assistant professor of biological sciences; Jennifer Momsen, assistant professor of biological sciences; Erika Offerdahl, assistant professor of chemistry; Rajani Pillai, assistant professor of management and marketing; Deirdre Prischmann-Voldseth, assistant professor of entomology; and Yechun Wang, assistant professor of mechanical engineering.
- Travel grants: Received a total of 20 applications. The reviewers recommended that 11 receive ADVANCE funding (\$15,548) and nine receive funding from NDSU funds (\$11,628).
- Leadership Development grants: Received 17 applications for the leadership development grant (deadline February 8, 2013); applications are currently being reviewed.

Junior Faculty Cohort Mentoring

The Cohort Mentoring program for 2012-13 continues with monthly meetings of the same gender cohorts which include two senior faculty mentors, working with 3-4 new faculty working with a list of suggested topics to cover.

Midcareer Mentoring

The midcareer mentoring grant program remains open year round. One application was awarded to Ardith Brunt, tenured associate professor in the Department of Health, Nutrition, and Exercise Science. This mid-career effort is intended to lead to additional publishing and grant writing among those on the team which includes, in addition to Brunt, Yeong Rhee and Bryan Christensen, both tenured associate professor in the department. Their goals are to collaborate and submit at least one grant proposal and to establish a formal time to strategize about how tenured faculty can prioritize time for writing research papers and grants while assuring best quality teaching.

Recruitment

- Sponsored two sessions of the faculty search committee training on February 6 and 7. A total of 25 individuals attended these sessions, and 19 completed the evaluation. Of the participants completing the evaluation, 100% reported they feel that their knowledge of how to identify and recruit a diverse pool of applicants has increased (58% Strongly Agreed and 42%

Agreed). All of the evaluation respondents also felt they had acquired new information or understanding about how to address gender inequity during the faculty search process. All respondents also reported that they would be able to implement new strategies to address unconscious bias during the search process.

- Supported the pilot sessions of search committee trainings for professional staff positions and for administrative assistants providing support for search committees. These trainings are “spin offs” from the FORWARD faculty search trainings and closely mirror the content of those trainings with appropriate adaptations.
- Received invitation from Electrical and Computer Engineering Department for a FORWARD member to sit on their faculty search committee to encourage a warmer climate for women applicants; 50% of six finalists in that applicant pool are women.
- Received information that the Dean of Engineering and Architecture has agreed to provide funds to allow additional interviews with women candidates for the department chair position. The search is chaired by one of the Advocates who made the funding request to the dean.

Leadership and Advancement

- Attended a discussion on academic leadership for women administrators hosted by the Provost on January 24; around 15 women - department chairs, assistant and associate deans, and one dean - attended.
- Continued planning for the Fast Track Workshop to be held on March 15 during the spring break. Thirty participants have been confirmed. Deans will contribute to the cost of this leadership development event based on the number of participants from their college.
- Continued planning for the September American Council on Education (ACE) Regional Leadership Workshop for Women in Higher Education. FORWARD invited deans to nominate participants; nominees were then encouraged to apply to the FORWARD Leadership Development Grant program for funding for the \$1,500 registration fee. Twenty-four women were nominated by deans.
- Continued activity on the Leadership Development Listserv; two more participants were added during this reporting period to bring the total of listserv participants of both genders to 47.
- FORWARD members participated in a Women in Leadership Networking Reception held as part of NDSU’s annual Women’s Week on February 25. The reception honored women in leadership roles at the university.

Promotion to Professor Task Force

- Continued Promotion to Professor (PTP) Task Force monthly meetings planning and evaluation of activities.
- Held a Promotion to Professor panel luncheon on February 14, 2013. Panelists represented members of various college PTE committees and shared perspectives about how to prepare a strong portfolio. Forty-three attended the luncheon, and 29 completed evaluations. Of those who completed the evaluation 79% reported that they had acquired new skills and/or information about applying for promotion to full professor at NDSU.

Research and Dissemination

- Continued revision of manuscript, "A Study of the Relationship Between Gender, Salary, and Student Ratings of Instruction at a Research University" based on comments of reviewers; will resubmit.
- Worked with a student who will be examining the relationship between student ratings of instruction and the gender of the instructor versus the percentages of male and female students in the class. This research will control for other factors such as class size, time of day, semester, whether the class is in STEM or non-STEM; results expected by May 2013.

- Distributed copies of the new brochure “Resources at NDSU for Work-Life Satisfaction” to deans and department chairs/heads; a pdf version of the brochure is available on both the FORWARD and HR web site. This brochure, developed in partnership with the Office of Human Resources, will be used with interviewees for faculty and professional positions at NDSU, for new faculty and staff in orientation sessions and as a resource for all employees who may not be aware of all of the NDSU efforts to support work-life satisfaction and balance.
- Held pedagogical luncheon to hear the results of the 2011-12 FORWARD Gender & Equity Research grant: “*Stereotyped: The Myth of Simple Classroom Fixes.*” The presenters/recipients were Jennifer Momsen, assistant professor of biological sciences; Mila Kryjevskaja, assistant professor of physics; Lisa Montplaisir, assistant professor of biological sciences; Erika Offerdahl, assistant professor of chemistry and biochemistry; Warren Christensen, assistant professor of physics; and Shanda Lauer, graduate student in biological sciences. The panelists explored stereotype threat, including ways in which faculty activate and ameliorate stereotype threat in our undergraduate classrooms. Using evidence from NDSU and across the nation, they presented results from their investigations of the complexities of assessing student learning in light of readily activated stereotype threat. Over 90 NDSU faculty attended the luncheon. Of those who completed the evaluations 91% reported that they felt their understanding of ways in which they activate and ameliorate stereotype threat in their undergraduate classrooms had increased as a result of attending this lecture.
- Participated in NDSU Women’s Club Winter Event with a presentation on February 9, entitled “Retaining and Advancing Women Faculty” by Bilien-Green.
- Participated in NDSU’s annual Women’s Week with a panel presentation on Wednesday, February 27, entitled “FORWARD After 5.” Burnett, Schwert and Weber reflected on the NDSU climate for women after close to 5 years of targeted efforts through the Advance FORWARD project.

Evaluation

Below is a summary of the activities associated with the evaluations that have occurred during this reporting period. Findings from evaluations of FORWARD events are included with the relevant event above.

- Continued to evaluate each of the FORWARD events and programs to assess the impact of the FORWARD programs on the overall goals established by FORWARD (retention, leadership, climate, and advancement). Findings from the evaluations of the FORWARD events/programs are included with the relevant event/program above.
- 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, Dr. Dana Britton, will begin conducting interviews in March of 2013.

Best Idea Yet

The Women Faculty with Disability Task Force drafted a template for use by departments/units as a tool for developing a listing of essential functions and competencies for faculty positions specific to the department/academic unit. Such an adapted “Essential Functions of the Position” document could be incorporated into position descriptions for position postings and/or be used during annual and promotion, tenure, and evaluation reviews. The draft “Essential Functions of Academic Faculty Positions” also includes several possible adjustments/accommodations suggestions relevant to each of the essential functions.