

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report –December 1, 2010 – February 28, 2011**

Significant accomplishments: Since the first quarterly report for Year 3 submitted November 30, 2010, the following items have been initiated and/or completed as part of the Advance FORWARD project:

List of activities/accomplishments for 2nd quarterly report:

- Conducted two additional Ally trainings (organized and presented by Advocates) on November 30, 2010, and February 2, 2011. To date 65 male faculty have attended an Ally training. Another Ally training is scheduled for April 12. Additional Advocate activities during this quarter:
 - Held Ally follow-up training (called Ally Coffee and Skills) on February 7 and 28. One more follow-up training is scheduled for the current semester. The follow-up sessions involve informal conversations with the Allies about ally work in their departments and provide a brief training that addresses a particular area where allies can have an impact on campus (e.g., serving on search committees).
 - Started a Blackboard site for Allies with access to the training materials and other documents that provide tips for Allies.
 - Began to collect strategies that the Allies have used in their own departments using a discussion board on the Blackboard site. Eventually, these actions will be turned into a document to share at our upcoming Ally trainings.
 - Formed, in response to data from the Administrator survey, an awards subcommittee to encourage the nomination of women faculty for major university awards; as an initial step in this effort, the committee is compiling a database of all the university awards with the dates and deadlines for the awards.
- Offered two pilot trainings for search committee members (February 9 and 10). Thirty people attended one of the two sessions presented by Mark Sheridan, professor of biological sciences and one of the original Advocates; Sandra Holbrook, project consultant; and Evie Myers, vice president for equity, diversity and global outreach. The session focused on aspects of unconscious bias and its implications for searches and on best search practices. Those who attended the training received a copy of the brochure *Reviewing Applicants* (based on a publication prepared by WISELI and used with permission) and a reminder card listing cognitive errors, organizational dysfunctions and ways to overcome unconscious bias (based on JoAnn Moody's article, "Rising above Cognitive Errors: Guidelines for Search, Tenure Review, and Other Evaluation Committees"). The results of the formal evaluation indicate the training was useful and well received. Regular offerings of this training will begin in Fall 2011.
- Sponsored a webinar "Recruiting and Retaining Faculty of Color: Strategies, Roadblocks, and Incentives" offered by the American Association for Affirmative Action (AAAA) (originally scheduled for November 17 but rescheduled for December 9, 2010); advertised campus-wide to encourage participation.
- Sponsored three faculty advancement/leadership related activities this quarter:
 - Co-sponsored pedagogical lunch for faculty on January 27, 2011, with Dr. Valerie Young as presenter about the Imposter Syndrome; Young also conducted a workshop for mentors, mentees, and others. Young conducted a similar workshop, sponsored by the Graduate School, for graduate students.

- Sponsored a workshop with WIR (Women in Research) on networking featuring Bonnie Coffey, who illustrated the "how-to" of face-to-face networking to help organizations and individuals develop competency in networking skills and strategies that contribute to personal and professional success.
- Sponsored an Open Forum with Dr. Patricia Galloway, member of the National Science Board.
- Awarded 5 course release grants for the 2011-12 academic year: Angie Hodge, assistant professor of mathematics; Sherri Nordstrom Stastny, assistant professor of health, nutrition and exercise sciences; and Anita Welch, assistant professor of education for fall 2011; and Wendy Reed, associate professor of biological sciences, and Katie Reindl, assistant professor of biological sciences for spring 2012.
- Received 34 applications for mentor travel grants (deadline January 31, 2011); applications are currently being reviewed.
- Received seven applications for the leadership development grant (deadline February 15, 2011); applications are currently being reviewed.
- Awarded a third mid-career mentoring grant to Kimberly Vonnahme, associate professor of animal sciences.
- Postponed third year site review, due to weather, scheduled for February 21-23, 2011.
- Submitted report with recommendations for revision of the student rating of instruction (SROI) to Faculty Senate; the recommendations have been referred to the Teaching and Professional Service Committee of the Faculty Senate. That group has compiled samples of instruments from other universities and is preparing a proposed revision for consideration by the full Faculty Senate.
- Commission on the Status of Women Faculty
 - Met as a Commission with President Bresciani to familiarize him with the role of CSWF (January 26, 2011).
 - Participated, at request of the Faculty Senate President, in a Faculty Senate subcommittee to re-examine and make recommendations regarding spouse/partner hiring policy.
 - Participated in Faculty Senate subcommittee to revise university promotion, tenure, and evaluation policy.
 - Had presentation of FORWARD data to keep Commission aware of progress and issues.
 - Initiated childbearing leave policy for university faculty; currently the proposed revisions are in the University policy change process.
 - Began work on modified duties policy initiative.
 - Added Brandy Randall (associate professor of human development and family science) to the CSWF, to replace previous member from the College of Human Development and Education who resigned.
 - Began work on compliance issues surrounding policy changes.
 - Presented on CSWF activities at February FORWARD meeting to facilitate links/coordination between the two entities.
- Finalized update on faculty data for academic year 2010-2011 and incorporated that data into various presentations such as the search committee training and site visit presentation, and included it in other relevant dissemination efforts such as the new brochure insert on research.

- Continued climate work with two primary climate-related activities this quarter:
 - Continued FORWARD work with department chairs and heads through the Provost's Chair Forum series. The focus of the December and January trainings directly related to department level climate, an area that our climate survey and focus group data both report needs improvement.
 - * The December meeting trained department chairs/heads and program directors in the policies related to faculty evaluation, offered strategies for effective evaluation, and helped participants understand the relationship between mentoring and effective evaluation.
 - * In January, the afternoon-long training brought in two speakers to help participants understand conflict management, how to have difficult conversations, and the qualities of transformative leadership.
 - * This year-long series of workshops respond to FORWARD's data concerning gender-related differences in the perception of climate at NDSU and a concentration of such differences occurring at the department level.
 - Continued to gather evaluation data from a variety of sources to inform the development of additional climate training on campus.
- Arranged (as a result of the December training session for chairs/head – see above) for a current and future administrators academic leadership workshop to be held May 18, 2011.
- Met with President Bresciani to give him project overview (Bilen-Green, Burnett on December 30, 2010).
- Acknowledged the appointment of two FORWARD team members to the Provost's search committee: Bilen-Green and Wolf-Hall, and the appointment Dean McCaul (as committee chair) and Birmingham to the search committee for the Dean of Arts, Humanities, and Social Sciences.
- Initiated a redefinition of the role of Internal Advisory Board and named Dean David Wittrock as chair of the group. The revised role is intended to give the IAB a more active role in institutional transformation and will include efforts to help achieve both the institutionalization of ADVANCE goals and the sustainability of FORWARD programs. The group is scheduled to meet in early March to discuss their role and determine the next steps for their efforts to fulfill this more active role.
- Continued work on the following research projects:
 - Unstructured spaces (Weber).
 - Women in leadership positions (Froelich, Bilen-Green).
 - Extended analysis of the work/life data (Magel, Burnett, Bilen-Green) by comparing the 2009 work/life data with comparable items in the 2007 climate survey and the McCullagh, Slobin, and Magel 2002 work/life survey. Identified supplemental items that will be useful for evaluation: women faculty report too many teaching demands (as opposed to men); there are more women in leadership positions than in the past; women and men report equally that they want more time to do research (as opposed to only women desiring more time), and women faculty appear to have more collaborative research opportunities now than in the past. No differences are found between STEM and non-STEM men or women faculty. Created a "women's health score" (Magel) comprised of participants' perceptions of overall health, stress, and fatigue; a "women's environment score" comprised of level of respect, value of research, level of isolation, and fairness; and a "women's faculty score" comprised of perceptions about the active recruitment of women, identification of ways to recruit, and the number of women in the department. Using regression analysis, found that "women's health

score” is influenced by the “women’s environment score”. We are preparing these data for publication.

- Initiated planning for a study of the Advocate/Ally program in conjunction with internal evaluation plans (Burnett).
- Submitted a paper “Examining the Complexities of Faculty Attrition: An Analysis of STEM and Non-STEM Faculty who Remain and Faculty who Leave the Institution” to the *Journal of Women and Minorities in Science and Engineering* in January (Burnett, Bilen-Green, McGeorge and Anicha [graduate student]).
- Received notice that Froelich and Bilen-Green’s proposal for a session at the 2011 Annual Conference of the Higher Learning Commission in April had been accepted. Their presentation will focus on NDSU’s NSF-funded initiatives to broaden participation of women throughout the academic ranks by improving campus climate, enhancing recruitment, increasing retention and advancement, and opening leadership opportunities. The Commission received more than 375 proposals for the 150 slots available in this year’s conference program.
- Published updated and new inserts for FORWARD brochure; one set of inserts is aimed at external audiences, and the other is intended for internal audiences.

Areas of difficulty/resistance:

- Differences in communication styles among team members as well as different views of what constitutes an acceptable quality of work.
- Preparation for site visit has slowed progress in other areas, but has been useful in determining what yet needs to be done.

Best ideas yet:

- Holding steering committee meetings weekly.
- Initiating partnerships with Minnesota State University-Moorhead and South Dakota State University.
- Hiring graduate student (Anicha) for additional hours to work on disabilities issue.
- Encouraging department chairs to nominate their faculty (with additional encouragement not to overlook qualified women) for awards. Records show that very few women on our campus are nominated for awards. Advocates and deans are in the process of approaching department chairs to encourage such nominations.
- Good ideas and resources provided at the initial search committee training sessions (including *Reviewing Applicants* brochure and cognitive error cards for use at search committee meetings).
- Use of our internal advisory board as a way of strengthening institutionalization/sustainability.
- Working with other committees on campus (Senate Executive Committee, Teaching & Professional Service (for SROI), Faculty Personnel Committee (for PTE), Senate Spouse/Partner Hire Ad hoc Committee).

Project evaluation:

Activities associated with evaluation for the period December 1, 2010 through February 28, 2011 include:

- Created a report of the themes related to the promotion from associate to full professor process based on focus group interviews conducted earlier by external evaluator Britton.
- Continued to work on formative assessments with the task force for the promotion to full professor; assessments are intended to determine progress regarding support for women to achieve promotion to full professor.
- Developed an on-line survey to gather information related to interests of women faculty in networking events; 62 women faculty complete the survey. The results will be used to plan networking events that women faculty are most likely to find beneficial.
- Developed a formative assessment to evaluate the effectiveness and helpfulness of our search committee member training.
- Worked with the Advocates to revise the formative evaluation used for the Ally training in order to more closely measure the effectiveness of the training (McGeorge). Revised evaluation was used twice during this reporting period.
- Continued to evaluate each of the FORWARD climate programs as a source of information on how to structure future programs as well as topics for future presentations.
- Worked to fine tune our internal evaluation plan with the help of external evaluator Britton.