

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – December 1, 2008 to March 1, 2009**

Significant accomplishments:

Since the first quarterly report on December 1, 2008, members of the project team have initiated and/or completed these items:

List of activities/accomplishments for 2nd quarterly report:

- Kick-off event - December 7, 2008; presentation by the Provost. The event was publicized in *It's Happening*, the campus newspaper, and through e-mails to the faculty listserv. Over 75 people attended this presentation. The event was picked-up by one of the local TV stations and was mentioned on the evening news.

- Informational meeting with those interested in being Advocates or allies was hosted by the Provost on 12/11/08. Men who attended the meeting were encouraged to submit applications to be Advocates. The meeting and the opportunity to apply were publicized in an article in *It's Happening*. FORWARD leadership also contacted individuals who were recognized as good prospects.

- Applications for Advocates were reviewed by a small committee (Bilen-Green, Brooks, and Schwert). The committee decided to accept all seven applications creating a total of eight Advocates (Brooks had already been accepted as an advocate).
The eight Advocates selected are
 - Eugene Berry, Associate Professor, Department of Veterinary and Microbiological Sciences
 - Kevin Brooks, Associate Professor, Department of English
 - Tom Carlson, Associate Professor, Department of Child Development and Family Science
 - Doğan Çömez, Full Professor, Department of Mathematics
 - Roger Green, Associate Professor, Department of Electrical and Computing Engineering
 - Mark Meister, Associate Professor, Department of Communication
 - Larry Peterson, Full Professor, Department of History
 - Mark Sheridan, Full Professor, Department of Biological Sciences

The Advocates group has met twice (February 16 and 23, 2009), and Brooks has been in contact with Mark Chesler from White Men as Diversity Partners to provide training for the Advocates later this spring. FORWARD members talked to Jennifer Sheridan and Laura Kramer to get feedback about Mark Chesler as well as other possible trainers. We sent also an email to the Advance listserv for program directors and had some useful feedback.

- Administration of faculty work-life survey – December 2008 and January 2009.

- Development of implementation plan for remainder of this year and for the other four years of the project [submitted in 4th month report to NSF].

- Development of dissemination plan [submitted in 5th month report to NSF].

- Presentation about the NDSU Advance FORWARD project to the faculty of the College of Pharmacy, Nursing and Allied Sciences, January 28, 2009 [Bilen-Green and Burnett].
- Brown Bag session: FORWARD 2: Leadership Opportunities with FORWARD, January 28, 2009 [Froelich, Reed and Wolf-Hall].
- Presentation to NDSU WISMET (Women in Science, Mathematics, Engineering and Technology) about the NDSU Advance FORWARD project [Bilen-Green and Burnett – January 29, 2009].
- Funding awards - all funding opportunities were posted on the FORWARD web site along with the call for applications/proposals and cover sheets to be submitted with the applications. The opportunities were publicized in *It's Happening*, through e-mails to the faculty listserv, and through personal contacts.

Travel grants to meet external mentors: 36 applications received; 36 awards

- 17 applications were received from women faculty in STEM disciplines; 16 awards were funded by NSF Advance grant.
- 19 applications were received from women faculty in non-STEM disciplines; 19 awards were funded by NDSU.

Travel grant proposals were reviewed by Bilen-Green and Schwert for legitimacy. The two decided to cover all childcare requests from institutional funds. Childcare expenses of Dr. Rebecca Woods, College of Human Development and Education, and Dr. Kimberly Vess Halbur, College of Pharmacy, Nursing, and Allied Sciences, while attending conferences will be covered using funds from the institution.

Leap grants: 6 applications received; 3 awards

All six applications were from STEM disciplines in the- College of Agriculture, Food Systems and Natural Resources.

For the first round of the Leap Research Grant program, applications were reviewed by reviewers from other universities. The external reviewers selected were female professors with well established careers in STEM research. The final award decisions were made by an internal review committee (Bilen-Green, Givers, Reed, Schwert and Wolf-Hall); they were based heavily on the external reviews with some consideration of the proposed project's potential to lead to greater funding opportunities from federal sources such as NIH or NSF. Consideration was also given to applicant timelines for promotion and/or tenure, with the focus on using funds efficiently for those who will benefit the most for advancement in the near term. All the applicants received external reviewer comments and summaries of the internal committee's discussions to help them improve their proposals.

Unfortunately, the number of awards that could be made in this round was limited by the amount of funding available so choices were necessary but difficult. In order to fund the three, budget modifications were requested to fit the projects into the limited funds available. Those receiving Leap grants are Carrie Hammer, Department of Animal Sciences (\$13,681); Brigit Pruess, Department of Veterinary and Microbiological Sciences (\$23,500), and Kim Vonnahme, Department of Animal Sciences (\$23,000).

Leadership grants: 3 applications received; 2 awards

- 1 application was received from a woman faculty in STEM disciplines.
- 2 applications were received from women faculty in non-STEM disciplines.

Proposals were reviewed by Bilen-Green, McCaul and Wolf-Hall. An award is being made to Marion Harris, Department of Entomology for \$10,000. Dr. Harris will use the funds to attend LEAD21, a training program that “develops leaders in Land Grant Institutions and their Strategic Partners who link research, academics and extension in order to lead more effectively in an increasingly complex environment.” Dr. Harris will attend three training sessions: 21-26 June 2009 (Indianapolis), 5-8 October 2009 (Kansas City), and 10-13 February 2010 (Washington, DC). A second award is made to Judy Pearson, Department of Communication for \$2,255. Dr. Pearson will use the funds to attend Greenleaf Center’s Annual Conference on Servant Leadership.

Course release grants: 7 applications received; 7 awards (1 for spring 2009 and 6 for fall 2009).

- 7 applications were received from women faculty in STEM disciplines.

Course release proposals for fall 2009 were reviewed by a committee (Bilen-Green, McCaul, Schwert, and Smith), and the committee decided to fund all six. Those receiving course releases are Maria Alfonseca-Cubero, Department of Mathematics (\$4,000); Linglin Fan, Department of Electrical & Computer Engineering (\$8,000); Chris Kelland Friesen, Department of Psychology (\$9,000); Wendy Gordon, Department of Psychology (\$9,000); Mila Kryjevskaja, Department of Physics (\$8,000); and Jane Schuh, Department of Veterinary and Microbiological Sciences (\$4,000). Lisa Montplaisir, Department of Biological Sciences received a course release for Spring 09 (\$6,000).

Climate, Gender and equity research grant: 2 applications received; 1 award

- 1 application was received from a team of woman faculty in a non-STEM discipline.
- 1 application was received from an interdisciplinary team of STEM and non-STEM researchers.

Proposals for this funding opportunity were externally reviewed. Two of the reviewers are on our External Advisory Board. Their reviews helped familiarize them with this particular funding program. An internal committee made the final decision (Bilen-Green, Birmingham, Burnett, McGeorge and Schwert). Reviewer comments were shared with the applicants. The interdisciplinary team receiving an award consists of Nathan Wood (PI), School of Education and Erika Offerdahl (Co-PI), Department of Chemistry & Molecular Biology (\$9,995).

- 2009 ACE Network Award for the Advancement of Women in Higher Education to NDSU FORWARD (American Council on Education’s Office of Women in Higher Education). Bilen-Green, Birmingham, Burnett, Myers and Wolf-Hall received the award on behalf of FORWARD at the award ceremony in Washington, D.C. on February 7, 2009.

- Meeting with Kelly Mack, ADVANCE program director, in Washington, D.C. at NSF, February 6, 2009 [Bilen-Green, Birmingham, Burnett, Wolf-Hall].
- Development of an evaluation instrument to be used with those who participate in various training programs as one means to assess the impact of intervention strategies [McGeorge].
- Maintenance and updating of web site including appointments, news of funding awards, reports, presentations and recognitions.
- Development of schedule for External Advisory Board meeting on March 26-27, 2009 [Burnett and FORWARD Team].
- Appointment of the Commission on the Status of Women Faculty, January 2009; Commission chaired by Provost Craig Schnell; appointments include:
 - Doğan Çömez, Department of Mathematics
 - Karen Froelich, Department of Management, Marketing, & Finance
 - Roger Green, Department of Electrical and Computing Engineering
 - Cynthia Naughton, College of Pharmacy, Nursing and Allied Science
 - Wendy Reed, Department of Biological Sciences
 - Dave Saxowsky, Department of Agribusiness and Applied Economics
 - Justin Wageman, School of Education
 - Christina Weber, Department of Sociology, Anthropology and Emergency Management.

The Commission will have its first meeting on March 6, 2009.

- Internal Advisory Board appointed; Bilen-Green and Burnett will chair. Members are
 - Will Bleier, Head, Department of Biological Sciences
 - Kate Haugen, Associate Vice President of Student Affairs
 - Sandy Holbrook, FORWARD consultant and director emerita of Equity and Diversity
 - Virginia Clark Johnson, Dean, College of Human Development and Education
 - Dinesh Katti, Chair, Department of Civil Engineering
 - Judy C. Pearson, Associate Dean, College of Arts, Humanities and Social Sciences
 - Michele Reid, Dean of Libraries
 - Jaclynn Davis Walette, Assistant Vice President, Equity, Diversity and Global Outreach
 - David Wittrock, Dean, Graduate and Interdisciplinary Studies.

Areas of difficulty/resistance:

The project's main difficulty has been the challenge of hiring two staff people: a project specialist and a faculty recruitment assistant. Both positions were widely advertised, applications received, screened, and interviews conducted. In the case of the project specialist, an initial offer was made but declined. After a second interview with each of the other two original interviewees, an offer was made. That individual has accepted the offer but is negotiating her departure from the university department where she currently works. In the case of the faculty recruitment assistant, the two applicants who were interviewed initially were

not acceptable. A third person was interviewed, and a pre-offer has been made.

To compensate for this delay in hiring the two staff people, several of those on the FORWARD Team have accepted additional assignments/responsibilities for the short term. As a result, we have been able to move the project activities and efforts along as demonstrated by the accomplishments listed above.

Another challenge has been recruiting senior women faculty to be team leaders for our cohort mentoring program. We received only three applications.

Best idea yet:

Members of the FORWARD Team have found that personal emails and phone calls are more effective than listservs for engaging women in the project activities and funding opportunities. Different FORWARD members have made efforts to stop by the offices of women faculty to give their colleagues copies of funding announcements, etc. People seem to pay more attention to this one-to-one effort. This personal interaction reflects the commitment FORWARD team members have to provide support and encouragement for women faculty at NDSU. One FORWARD team member contacted her women faculty colleagues through Facebook, and that medium also seemed effective. As a result, the team is considering a Facebook page for FORWARD.

Project evaluation:

The project evaluation, particularly with regard the work of Metis Associates our external evaluator, has been a challenge during the first six months of this project. Despite numerous e-mail exchanges and telephone calls, Lori Ramsey (Metis consultant working with our project) has not yet produced an appropriately detailed evaluation plan. In addition, there has been some confusion about the evaluation tasks to be performed by Metis as part of their contract and some concern about the quality of the work produced.

Bilen-Green, Birmingham, Burnett, and Wolf-Hall met with the Advance Program Director, Kelly Mack, in early February to discuss their concerns about the evaluator's performance and timeliness. Following that meeting and discussions with NDSU General Counsel regarding the NDSU contract with Metis, Bilen-Green and Burnett sent a letter to Lori Ramsey outlining their concerns. On Wednesday, February 25, Bilen-Green, Burnett, McGeorge met by phone with Lori Ramsey, Alan Simon, a senior vice president, and Jonathan Tunik, a senior staff member, at Metis. Metis agreed to produce by March 25th a new and fully developed draft of the evaluation plan, interview and recruitment protocols for the focus groups, and a complete draft of administrators' survey scheduled this spring for collecting baseline data.

Personnel update:

- Pre-offers have been made to Julie Nash for the project specialist position and Angela Bachman for the faculty recruiter position. Both Bachman and Nash accepted the pre-offers and are expected to start working full time for the project later this spring.
- Due to the delay in hiring a project specialist, we contracted with Sandy Holbrook, a member of our internal advisory board and director emerita of NDSU's Office for Equity and Diversity who is familiar with the FORWARD grant, to assist with website development, press releases and report writing. This decision has been critical in that it has freed up FORWARD personnel to focus on other matters.