

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239  
Quarterly Progress Report – June 1 – August 31, 2013**

**Significant accomplishments:** Since the annual report for Year 5 submitted May 2013, the following items have been initiated and/or completed as part of the Advance FORWARD project:

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

- Added two more women in administrative roles: Brandy Randall, associate professor in human development and family science, as assistant dean in the Graduate School, and Jill Nelson, associate professor of education, as associate dean in the College of Human Development and Education.
- Noted the award of the first Bert L. D'Appolonia Endowed Associate Professorship in Cereal Science and Technology of Wheat to Senay Simsek, associate professor in wheat end quality.
- Received acknowledgment of the Advance FORWARD project's work through Bilen-Green's recognition with the WEPAN Change Agent Award at the annual WEPAN meeting in Atlanta, June 19-22, 2013.

**Climate**

- Conducted the FORWARD workshop on *Enhancing Department Climate* for new faculty on August 19, 2013; thirty-seven individuals attended. The dual purposes of the workshop were to introduce new faculty the FORWARD project and provide them with tools and suggestions for promoting a positive department climate within their own units. The formative evaluation data for this session revealed that 93.1% of the attendees *agreed* that their knowledge about how to promote a positive climate at NDSU had increased after attending this workshop (20.7% Strongly Agree and 72.4% Agree). Additionally, 96.5% of the attendees *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 (24.1 Strongly Agree and 72.4% Agree).
- *Continued progress* on partner accommodation issues, central to both retention and climate. The provost created a small pool of funds for matching college or departmental funds used to facilitate a hire; the dean of AHSS designed and proposed a plan to accommodate up to five faculty whose partners were hired by four different colleges.
- Made plans for the coming year that include designing a welcome "curriculum" for new faculty to pilot in Arts, Humanities and Social Sciences.
- Continued work on "tip" sheets to help department chairs with challenging situations; and speakers in fall and spring.

**Advocates and Allies**

- Selected four new FORWARD Advocates:  
Benjamin Balas, Assistant Professor, Psychology  
Dilpreet Bajwa, Associate Professor, Mechanical Engineering  
Robert Herren, Professor, Agribusiness and Applied Economics  
Andrew Mara, Associate Professor, English
- Invited to and conducted three sessions of Ally training at West Virginia University on August 13, 2013. A total of 27 allies were trained in these sessions. The formative evaluations conducted after each of these training sessions revealed that:
  - 96.3% of those completing the evaluation felt that their knowledge of unconscious gender bias and its impact on university climate had increased after the Ally training (40.7% Strongly Agreed and 55.6% Agreed).

- 96.3% 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 Ally training (22.2% Strongly Agreed and 74.1% Agreed).
- Presented a panel on inclusive teaching at the annual NDSU Teaching/Learning Conference on August 21, 2013. Panel members were Advocates whose suggestions included some of the following: be deliberate about being inclusive, design course syllabus to be intentionally inclusive, check the diversity represented in assigned course readings.

### **Commission on the Status of Women Faculty**

- Reviewed nominees and selected recipient of 2013 Advance FORWARD Department Award – Computer Science Department
- Drafted proposal for changes to Policy 327 - Administrator Evaluations. The draft has been circulated to FORWARD members of the Commission for comment/edits, in preparation for discussion/action from CSWF when meetings begin this fall. Proposed changes stem from realization of key role of administrators, especially department chairs, in influencing organizational climate. Last year the Commission engaged in data gathering through interviews with faculty and administrators regarding 327, looking for best practices at other universities and from the HRM field, and had extensive discussion within the Commission about desired changes to the policy. Proposed changes at this point are quite bold, including formal evaluation (entailing systematic input) of vice presidents, directors, > 50%-time associate/assistant academic deans, and annual feedback from faculty in chair evaluations.
- Drafted a Memorandum of Understanding (to be reviewed by the General Counsel) and a revised Organizational Charter and these have been reviewed by FORWARD members of the Commission in preparation for full discussion this fall when the Commission resumes regular meetings. These documents are for institutionalization purposes and suggestions from the External Advisory Board were used in their preparation.
- Completed membership of Commission for upcoming year in consultation with FORWARD Commission members, resulting in identifying one new member to replace a member whose term had expired, renewal of one member's term, and renewal of *ad hoc* members' terms.

### **Grant Programs**

- Received seven applications for the Leap Research program. External reviews were managed by The Implementation Group (TIG). Two Leap research grants will be awarded: one to Estelle Leclerc, assistant professor of pharmaceutical sciences, and a second to Maricelis Acevedo, assistant professor of plant pathology
- Received three applications for the Leap lab renovation grant program. External reviews were managed by TIG. The application from Stephanie Day, assistant professor of geosciences will be co-funded with department of geosciences.
- The climate and gender research proposal entitled "Gendered Perceptions of Justice on Campus" will be funded. The project team includes Chris Ray and Claudette Peterson, both assistant professors of education, Chris Whitsel and Pam Emanuelson, both assistant professors of sociology, and Kara Gravley-Stack, equity & diversity.

### **Research**

- Revised over the summer the paper on Advocates/ gender equity programs for submission to *Journal of Men's Studies*. This project will be part of Anicha's doctoral disquisition.
- Received notice that the manuscript, "Does Work Environment Affect Faculty Health Scores?", has been accepted by *Sociology Mind* on July 14, 2013.

- Continued to await results of the review of the manuscript, "A Study of the Relationship Between Gender, Salary, and Student Ratings of Instruction at a Research University" that was submitted to *NASPA Journal about Women in Higher Education* this past spring.
- Submitted article *International Review of Qualitative Research* titled, "Being Brave: Negotiating Agency and Disengagement in the Work of Institutional Change".

### Dissemination

- Received the best paper award from the new engineering educators division at the American Society of Engineering Educators' meeting for "Mentoring Programs Supporting Junior Faculty," Canan Bilen-Green, Roger A. Green, Christi McGeorge, Elizabeth J. Birmingham, and Ann Burnett, ASEE Conference, Atlanta, GA, June 2013.
- Continued to attract attention and interest in the Advocates/Allies program. The uniqueness and the effectiveness of the Advocates/Allies program continues to generate requests for information related to this program (most recently from the Ohio State University) as well as invitations to provide Ally training (training is currently being scheduled for Lehigh University and the University of Maine in addition to the training at West Virginia University reported above).
- Received invitation from the Women in Engineering Division of the American Society for Engineering Education for FORWARD Advocate Roger Green to provide a monthly "advocacy tip" for their newsletter. The "advocacy tips" will be archived on the WIED website with links to the NDSU Advance Forward web site. The invitation was a result of Green's presentation in June 2013 at the ASEE national conference in Atlanta.
- Revised FORWARD web page to reflect steps in the institutionalization of the Advance FORWARD project and the transition to a fully funded effort by the institution.
- Will host eight representatives from a local power company at the September 4 Kick-Off event; the company has expressed strong interest in developing a FORWARD type effort within their private company. These representatives will also meet with the Advocates during their visit on September 4.

### Evaluation

- Developed a self-report survey for recipients of each of the project's grant and award programs. Data collection began in May 2013 and was completed at the end of July 2013. Working to finalize a series of reports that summarize the results of this survey. Some of the key findings that will be in the reports are:
  - 86.1% of the survey respondents in the summer of 2013 reported that receiving an Advance FORWARD grant had a positive impact on their decision to remain at NDSU (25.0% Strongly Agreed, 38.9% Agreed, and 22.2% Somewhat Agreed).
  - 88.9% of the survey respondents reported that their participation in the Advance FORWARD award/grant program(s) has had a positive impact on their tenure and/or promotion process (38.9% Strongly Agreed, 31.9% Agreed, and 18.1% Somewhat Agreed).
  - 83.4% of the survey respondents reported that their participation in the Advance FORWARD award/grant program(s) has helped them develop leadership skills that will assist in their career advancement (18.1% Strongly Agreed, 27.8% Agreed, and 37.5% Somewhat Agreed).
  - 87.6% of the survey respondents reported that their participation in the Advance FORWARD award/grant program(s) has positively enhanced their experience of the campus climate at NDSU (29.2% Strongly Agreed, 29.2% Agreed, and 29.2% Somewhat Agreed).

- Designed and administered an on-line assessment to evaluate the impact that the cohort mentoring program is having on the retention and experience of the climate at NDSU among the junior faculty members involved in the program. Data collection was completed from June to July 2013. McGeorge is preparing a series of reports that summarize the results of this survey and its impact on the Advance FORWARD goals.
- Completed 12 exit interviews during this quarter and will continue to perform exit interviews in September (external evaluator, Britton). She will be presenting the results of these exit interviews on October 4, 2013 at NDSU.

**Best Ideas Yet**

As part of their one minute department reports during the annual department chairs' retreat on August 20 a number of chairs noted accomplishments related to the hiring and promotion/ tenure of women faculty.

**Areas of Difficulty**

The ongoing institutionalization of the Advance FORWARD goals continue to present challenges as well as opportunities. At the same time, however, the FORWARD work is recognized by the President and Provost as a significant part of the institution's growth and development.

**Personnel changes:** None

**NDSU Advance FORWARD Expenditures – Award Period:** September 1, 2012- August 31, 2013  
 The budget allocation to be used this award period was \$733,362 (\$571,729 direct costs; \$167,517 indirect costs). In year 5, NDSU Advance FORWARD program expended or committed funds in support of the five goals outlined in the proposal in the indicated amounts for the award period:

<b>Budget Category</b>	<b>Total</b>
Climate:	\$83,086
Advancement/Leadership:	\$145,352
Evaluation & Research:	\$112,248
Dissemination:	\$24,973
Administrative:	\$120,375
Total:	\$486,009

Project personnel were paid for their time devoted to the project as indicated: Bilen-Green, 2.5 months of salary; Burnett, 1 month of salary; Birmingham, 1 month of salary; Froelich, two months of summer salary; Rupiper-Taggart, 2 months of summer salary; McGeorge, 2 months of salary and course buy; Weber, one month of salary; and Ruth Ann Faulkner, six months of salary. Additionally, Bilen-Green, Burnett, McGeorge, and Weber received graduate assistant support. Magel, Schnell, Schwert, Smith, and Wolf-Hall draw no salary payment from the award in the fifth year.

In year 5, a total of \$106, 220 were awarded in competitive grant programs using ADVANCE funds: 10 mentor travel grants to meet external mentors; two Leap lab renovation awards; six course releases; one climate and gender research grant; and 17 Leadership Development grants.

Unused funds will be carried over to year 6 of the project. Funds will be used to continue funding the competitive grant programs and climate and advancement leadership activities. In year 6 we will take our workshops to other institutions as originally proposed. Year 6 evaluation activities while continuing to evaluate effectiveness of programs will also focus on overall evaluation around the five ADVANCE FORWARD goals.