

NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – June 1 – August 31, 2011

Significant accomplishments: Since the annual report for Year 3 submitted May 30, 2011, the following items have been initiated and/or completed as part of the Advance FORWARD project:

Leadership and Advancement

- Developed an academic leadership development listserv as part of the FORWARD Advancement & Leadership initiative. Its purpose is to have an easily accessible way to share academic leadership information and resources with interested individuals. It also serves to connect those interested in academic leadership development through electronic discussions, and it provides a forum for posing questions related to academic leadership. The list is open to anyone interested in academic leadership development. There are currently 36 participants on the listserv ranging from assistant professors to deans. Several articles, book recommendations, a link to the gender bias bingo site, a video link, and one internal search announcement have been shared so far.

Advocates

- Reviewed applications (done by current Advocates) from prospective new Advocates for the coming year. Advocates held a group meeting with the potential Advocates and reviewed with them the commitments and expectations associated with being an Advocate. As a result of the meeting, 8 new Advocates joined the team. The new Advocates include Ababei Cristinel, assistant professor of electrical and computer engineering; Robert Gordon, associate professor of psychology; Sivaguru Jayaraman, assistant professor of chemistry; Scott Pryor, assistant professor of agricultural and biosystems engineering; David Silkenat, assistant professor of education; Chanchai Tangpong, associate professor of management and marketing; Chad Ulven, associate professor of mechanical engineering; and Erxi Wu, assistant professor of pharmaceutical sciences.

The Advocates also presented their ally training presentation to the full FORWARD team (including the new provost) on August 11th. The Advocates held a retreat in August to welcome the new Advocates and plan for the coming year. Established dates for ally training to be held during the fall semester: October 11 and November 9 (for College of Engineering and Architecture).

Climate

- Developed college-specific climate workshops and made contacts that will help disseminate information at other universities and to new administrators. FORWARD has collected and interpreted data from a number of instruments to better enable us to understand and describe the climate on our campus. The workshops are designed to be 90-minute sessions with individual colleges to share specific data about climate in that college. The climate group has developed one workshop for the College of Arts, Humanities and Social Sciences that will be piloted this fall; that experience will provide feedback to guide improvements before the workshop is offered to other colleges.
- Met during the first week in August with the new Dean of AHSS to discuss climate and share climate data on the college with him and explore a fall date for the college's climate training.
- Held the annual climate workshop for new faculty on Tuesday, August 16, as part of the new faculty orientation.
- Continued work related to women faculty with disabilities. The Women Faculty with Disabilities task force met monthly over the summer and the group added two faculty members: Jane Schuh, assistant professor of veterinary and microbiological sciences, and

Sean Sather-Wagstaff, assistant professor of mathematics. Schuh and Sather-Wagstaff developed a survey instrument intended for faculty and supervisors who have a disability or who may engage with one or more campus community members with a disability. The survey was revised following committee review and sent out during August. The intent is to assess the perspectives, primarily of faculty with disability, regarding workplace climate and the accessibility of accommodations/adjustments. The survey is also expected to gather data regarding the incidence of faculty with non-apparent disabilities (e.g. mental health disability or a chronic physical health disability) and/or faculty who have not self-identified with NDSU as having a disability. A detailed Work Plan was developed; it revised and adopted during the July task force meeting. Potential guest speakers who can address disability-related issues for faculty have been identified and at least one has been contacted about availability and schedule.

Grant Programs

- Awarded one gender/climate research award. Three applications were submitted, but the application submitted by Jennifer Momsen, assistant professor of biological sciences, had consistently strong external evaluations, and she was awarded the grant. Her co-PIs on the project are Warren Christensen, assistant professor of physics; Erika Offerdahl, assistant professor of chemistry and biochemistry; Lisa Montplaisir, assistant professor of biological sciences; and Mila Kryjevskaja, assistant professor of physics. The research project is entitled “Closing the achievement gap in STEM: Assessing the impact of a values affirmation task at NDSU.”
- Awarded three Leap research grants to: Peggy Biga, assistant professor of biological sciences; Sumathy Krishnan, associate professor of mechanical engineering; and Rebecca Woods, assistant professor of human development and family science. Seventeen applications were received. NDS/ EPSCoR funded one of the research grants. External reviews were managed by TIG.
- Awarded four Leap lab renovation grants to: Svetlana Kilina and Erika Offerdahl, both assistant professors of Chemistry; Senay Simsek, assistant professor of plant sciences; and Kim Vonnahme, associate professor of animal sciences. Seven applications were received. NDSU/EPSCoR funded all of the lab renovation grants. External reviews were managed by TIG.

Commission on the Status of Women Faculty

- Selected the second annual recipient of Department Advance FORWARD Equity Award – the Department of Veterinary and Microbiological Sciences. Other nominees included departments of Accounting, Information Systems, and Finance; and Computer Science – each demonstrating various initiatives underway to improve gender equity within their departments.
- Added new members, Wengfang Sun who replaces Dogan Comez from College of Science and Mathematics, Daniel Friesner who replaces Cynthia Naughton from College of Pharmacy and Allied Sciences, and Amy Rupiper-Taggart from College of Humanities and Social Sciences.

Mentoring

- Established committee of advisors from among the mentors and mentees involved in the program. Currently, Reed and Schwert are in the process of developing the role of this group.
- Worked on establishing new mentor cohorts for new faculty starting this fall (14 new tenure-track faculty; 8 women and 6 men). Of the women, one is STEM and the other 7 are non-STEM; of the men 5 are STEM and one is non-STEM. Four new female mentors and two new male mentors are needed; Reed and Schwert are working on recruiting mentors.

- Identified 6 events for the mentoring program over the next year: three sessions in the fall and three in spring semester. Each semester's events will include an outside speaker, one workshop and one social event for mentors and mentees.

Research

- Benz, Rachel. (2010). *NDSU Faculty Turnover Study* (unpublished master thesis); this research was inadvertently omitted from the annual report.
- Submitted additional minor revisions at the end of July on the paper, "Examining the Complexities of Faculty Attrition: An Analysis of STEM and Non-STEM Faculty who Remain and Faculty who Leave the Institution" for the *Journal of Women and Minorities in Science and Engineering* (Burnett, Bilen-Green, McGeorge and Anicha).
- Continued work on draft of publication based on work/life survey and student rating of instruction data – details were included in the Year 3 Annual Report (Magel, Burnett, Bilen-Green and Anicha).
- Coded and analyzed written Advocate materials and used those data as the basis for an essay submitted to *Men and Masculinities*. Continued study of the Advocate/Ally program – details included in the Year 3 Annual Report (McGeorge and Burnett).

Evaluation

- Administered two self-report surveys to recipients of each of the Advance FORWARD grant programs for 2010-11 awards (surveys developed and administered initially in 2009-10). The purpose of these surveys is to assess the impacts that Advance FORWARD grants/awards have on faculty members' careers and productivity. Data collection was completed in June, and a full report summarizing findings is nearly completed. Among the 2011 survey results identified so far:
 - The awards granted by FORWARD have translated into (as of summer 2011): 20 articles under review; 15 articles accepted for publication; 21 grants submitted and under review; and 9 grants funded.
 - Of the 38 grant/award recipients surveyed agreed to some extent that their participation on the FORWARD award/grant program(s) has
 - * had a positive impact on their decision to remain at NDSU (94.7%);
 - * had positive impact on their tenure and/or promotion process (89.5%);
 - * helped them develop leadership skills that will assist in their career (78.9%);
 - * enhanced their experience of the NDSU campus climate (92.1%).
- Revised and administered survey (originally developed and used for 2009-10) for mentor and mentees in the junior mentoring program. Data collection began in May and was completed in early June. A report summarizing the results is being completed and will be used to identify ways to improve the junior mentoring program and will also provide insight into the impact this program is having on Advance FORWARD project goals.
- Designed and administered an on-line assessment to evaluate the impact of the mid-career mentoring effort on the retention and promotion of associate professors who are involved in this grant program. Data collection was completed in June 2011, and a report summarizing the results is being completed. These results will provide information about how to improve this mentoring program as well as insights about the impact this program is having on the overall goals of the Advance FORWARD project.
- Initiated development of three separate assessment tools related to the Advocate/ally program (in cooperation with external evaluator Britton). One tool will be for Advocates, one for allies, and the third for women faculty who have an Advocate or ally in their college.
- Continued to work with the taskforce for the promotion to full professor to develop formative tools to assess the progress being made towards supporting more women in attaining full professor status.

- Completed the process of de-identifying and analyzed the qualitative data from the Britton interviews with women full professors. Prepared initial drafts of two reports that detail these professors' perceptions of the climate at NDSU and the supports/barriers for achieving leadership positions.
- Continued to evaluate each of the FORWARD climate programs; the results have provided information on how to structure future programs as well as topics for future presentations.
- Made plans for the Advance FORWARD's external evaluator Britton to visit NDSU in September to gather data for her external evaluation report and to help with data collection for the project's internal evaluation and for various research projects.

Other activities:

- Scheduled External Advisory Board visit for September 15-16, 2011.
- Rescheduled third year site review for October 18-19, 2011.
- Held three meetings with the new Provost to acquaint him with the Advance FORWARD project and its various efforts/activities. He first attended the August meeting of the Advance FORWARD group and soon after met with Bilen-Green, Burnett, Froelich and Schwert, and then in a subsequent meeting with Bilen-Green as project executive director.
- Added two new individuals to the Internal Advisory Board as part of the IAB's commitment to work with Advance FORWARD personnel in the institutionalization of the project's goals. Colette Erickson, director of human resources, and Laura McDaniel, assistant vice president for university relations are the two new IAB members; other appropriate individuals will be added as the new academic year progresses.
- Developed a full schedule of activities and events for the 2011-12 academic year which can be found on the FORWARD web site: <http://www.ndsu.edu/forward/>.

Areas of difficulty:

- Providing appropriate trainers for additional sessions of the search committee member training piloted in Spring 2011.
- Identifying relevant and helpful strategies to orient the new provost – who has already expressed strong commitment to the Advance FORWARD project – to the Advance FORWARD project goals and accomplishments.

Best ideas yet:

- Continue to make connections with other non-ADVANCE schools. Burnett gave a lecture on Advance FORWARD to faculty and students at Minnesota State University-Moorhead in May, and travelled to Dakota State University (Madison, SD) in July to provide assistance in writing an IT-Start Up grant. Also hosted faculty from two universities for consultation: South Dakota State University in Brookings, SD, and Drury University in Springfield, MO. Bilen-Green, Birmingham and Weber met with the SDSU visitor and Birmingham met with the Drury visitor. During these visits to the NDSU campus discussions focused on climate training and data collection issues and contribute to the project's 5th year dissemination plan. These connections highlight NSF ADVANCE and provide networking opportunities for NDSU Advance FORWARD personnel.
- Engage a widening circle of NDSU faculty and staff through such mechanisms as advisory groups for specific project efforts. These outreach efforts are one strategy for institutionalizing the Advance FORWARD goals and related activities. They also provide new perspectives and ideas which benefit the project significantly.

Personnel changes:

- Although former Provost Schnell has resigned his administrative position, he continues his employment at NDSU as a tenured faculty member and will continue to serve as project PI for the coming year. Schnell will work specifically in the coming year to formalize the reverse mentoring component of the project.
- Bachman, who has been the Advance FORWARD assistant for faculty recruitment, continues to work in the Provost’s Office but with a revised position description. Her new role expands her involvement in the electronic process used for posting and monitoring the hiring of faculty and administrators. She will work closely with the Human Resources staff and serve as a back-up for them in the use of the software; she will also be involved in training support staff in the use of the software. She will provide day-to-day support for faculty search committees by answering questions and continuing to compile and share innovative recruitment resources and strategies.
- As part of commitment to institutionalization, in year 4 NDSU will allocate funds to provide release time for faculty members who undertake specific Advance FORWARD efforts. These include search committee member training, the work related to women faculty with disabilities, and the development of a faculty evaluation workshop. This approach will allow FORWARD to capitalize on the expertise of individual faculty members who collectively implement the project across campus.

NDSU Advance FORWARD Expenditures – Award Period: September 1, 2010- August 31, 2011
 The budget allocation to be used this award period was \$735,311 (\$568,686 direct costs; \$166,625 indirect costs). 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:

Budget Category	Total
Climate:	\$65,813
Advancement/Leadership:	\$160,666
Evaluation & Research:	\$132,228
Dissemination:	\$22,554
Administrative:	\$185,672
Total:	\$566,933

Project personnel were paid for their indicated time devoted to the project for the award period: Bilen-Green and Burnett, 4 months of salary, each; Birmingham, 2 months of salary; Carlson, one course buy-out; Froelich, one month of salary; Katti: 0.5 month of salary; Magel, 1 month of salary; McGeorge: 2 months of salary and two course buy-outs; Reed, one month of salary; Weber, one month of salary; Julie Nash, twelve months of salary; Angela Bachman: twelve months of salary (half is cost-shared); Ruth Ann Faulkner, \$14,566; and Guy Hokanson, \$2,500. Additionally, Burnett, Froelich, Nash, McGeorge, and Weber received graduate assistant support. McCaul, Schnell, Schwert, Smith, and Wolf-Hall draw no salary payment from the award in the third year, and this will continue in the fourth year.

In year 3, a total of \$134,836 were awarded in competitive grant programs using ADVANCE funds: 18 mentor travel grants to meet external mentors; two Leap research awards; one Climate/Gender research award; four course releases; and three Leadership Development grants.

Year 4 budget will follow the currently approved budget.