

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239  
Quarterly Progress Report – June 1, 2010 to August 31, 2010**

**Significant accomplishments:**

Since the second annual report submitted June 1, 2010, members of the project team have initiated and/or completed these items:

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

- Developed and presented a 50-minute workshop in August (Birmingham) entitled, “Climate Control in the College Classroom” for a group of new and returning faculty at NDSU’s fall Teaching and Learning conference on August 18. This interactive presentation highlighted issues of gender in the college classroom and was intended to help faculty develop and share strategies for inclusive classroom practices that improve learning for all students as well as strengthen faculty awareness of institutional climate in general. Specifically, the session identified: three common gendered behaviors students bring to the classroom and strategies for noticing and combating gendered behaviors that unintentionally disadvantage students and make classrooms difficult for teachers. The session also provided hints for a climate-controlled classroom.
- Met to plan and set priorities for the upcoming year (Commission on the Status of Women Faculty) including shepherding a policy change on part-time administrative opportunities through the system, working on an upcoming family leave policy, and pursuing a PTE policy/practice/training initiative.
- Issued a call for proposals for the mid-career mentoring program; proposals were due August 30. Recipients will be reported in the next quarterly report.
- Presented the third annual workshop in August (Burnett, McCaul, and McGeorge) on creating a welcoming climate to new faculty to approximately 30 new faculty who were in attendance. The workshop included an introduction to the NSF ADVANCE program and a briefing about NDSU Advance FORWARD. After providing background information, the audience was divided into small groups to reflect on barriers and helpful avenues to effective climates. After this brainstorming session, the group discussed and identified ways they, as new faculty, could contribute to healthy climates in their own departments. Attendance was taken, and evaluations were conducted -- the results have not yet been assessed.
- Updated and revised several of the inserts in the FORWARD brochure (in progress).
- Printed a brochure on reviewing applicants for distribution to search committees and others, as appropriate. The brochure information was originally developed by the WISELI Advance project and is used with their permission. This publication will be used by the Office of Human Resources with search committees for staff positions as well as with faculty search committees.
- Began initial work on the development of a brochure on work-life balance based on NDSU policies. The brochure will be used for faculty recruitment and to increase knowledge among current faculty about institutional support for work-life balance.

- Awarded FORWARD Leap Research Grants to four tenure track assistant professors in STEM departments: one in Animal Sciences, one in Biological Sciences, one in Plant Sciences, and one in Mechanical Engineering. These awards are designed to seed proposals with strong potential to lead to greater funding opportunities from federal sources such as NSF or NIH.
- Created a handout, “Searching for Excellence – An Administrators’ Checklist,” describing the roles played by academic administrators in the faculty search process. The checklist was introduced at the annual August chairs in-service sponsored by the Provost’s Office.
- Gave a presentation about faculty searches at the annual August chairs in-service (Bachman).
- Finalized the space study (Nash and FORWARD Scholars). Baseline data for the NDSU space study were collected during the past year. Square footage of office and lab space occupied by STEM tenured and tenure-track faculty was collected and compiled by gender, department, and college. The data will be analyzed to identify and address any inequities based on gender and will also serve as a benchmark.
- Developed and administered (McGeorge) a survey of those who have received grant awards (travel award, course release, leap research grant, climate-gender research grant, and leadership development award) through the Advance FORWARD project as one means by which to assess the impact of these awards. Forty-one of 47 faculty recipients completed the survey. McGeorge also prepared a summary report of the results that indicate that:
  - 87% of the respondents agreed to some degree (somewhat agreed, agreed or strongly agreed) that the award has had a positive impact on their decision to remain at NDSU (over 36% strongly agreed).
  - 88% agreed to some degree that the award has had a positive impact on their tenure and/or promotion process (32% strongly agreed).
  - 78% agreed to some degree that the award had enhanced their experience of the campus climate at NDSU (19.5% strong agreed).
  - 80.5% agreed to some degree that the award had helped them develop leadership skills that will assist in their career advancement but in this case the majority only somewhat agreed.
- Received notice that the College of Science and Math has, for the past year, been working on a short-term strategic plan in the college. They have included one goal and several objectives directly related to Advance FORWARD project efforts.
  - Goal: Increase diversity of college faculty and students
    - ✓ Objective: Develop family-friendly policies at the college level
    - ✓ Objective: Increase presence of women in leadership roles
    - ✓ Objective: Support improvement in department "climates" for diversity
- Dean Smith (College of Engineering and Architecture) announced that this fall semester he intends to appoint an ad hoc committee in the College of Engineering and Architecture to draft a child bearing leave and modified duty policy, but he will be alert to the anticipated efforts by the new Faculty Senate to develop a campus wide policy addressing these issues. A campus wide policy would make a college policy

unnecessary.

- Schnell, Bilen-Green, and Burnett met with the new NDSU President (Dean L. Bresciani) to provide information about the Advance FORWARD project. Advance FORWARD has been added to the list of departments that the President plans to visit during the year.

**NDSU Advance FORWARD Expenditures – Award Period:** September 1, 2009- August 31, 2010

The budget allocation to be used this award period was \$736,202 (\$569,375 direct costs; \$166,827 indirect costs). While a balance of direct cost funding will remain at the end of the second project award period, all of these funds have been assigned to specific allocations or have been otherwise committed. 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:	\$74,660
Advancement/Leadership:	\$137,862
Evaluation & Research:	\$107,918
Dissemination:	\$29,875
Administrative:	\$214,360
Total:	\$564,675

Project personnel were paid for their indicated time devoted to the project for the award period: Bilen-Green and Burnett, 3.5 months of salary, each; Elizabeth Birmingham, 2 months of salary; Kevin Brooks, one half month of salary; Karen Froelich, one month of salary; Kalpana Katti: one half month of salary; Christine McGeorge: 2 months of salary and two course buy-outs; Wendy Reed, one month of salary; Christina Weber, one month of salary; Julie Nash, twelve months of salary; Angela Bachman: twelve months of salary (half is cost-shared); Ruth Ann Faulkner, \$10,650; and Guy Hokanson, \$2,500. Schnell, Magel, McCaul, Schwert, Smith, Wolf-Hall draw no salary payment from the award in the second year, and this will continue in the third year. Funds originally allocated in the proposal for external evaluation were diverted to pay for part of Bilen-Green, Birmingham, Burnett, and McGeorge’s time dedicated for evaluation & research activities.

A total of \$449,279 were awarded in competitive grant programs: fifty-three mentor travel grants to meet external mentors (\$20,380 paid or committed by the award; \$14,899 paid by NDSU); ten Leap research (\$110,000 paid or committed by the award; \$160,000 paid or committed by NDSU) and two Climate/Gender (\$20,000 paid or committed) research grants; four course releases (\$24,500 paid or committed); and one Leadership Development grant (\$10,000 paid or committed).

**Areas of difficulty/resistance:**

Identifying and maintaining appropriate and accurate data about NDSU faculty continues to be a challenge. In this last quarter we have undertaken additional efforts to identify international faculty in order to be able to report more precisely about faculty of color and their national affiliations. We also continue to work to assure that reports on faculty are based on uniform use of faculty data, using terms, affiliations, title, etc., consistently and are working closely with the Provost's Office on data management issues.

We received no proposals in response to the most recent call for proposals for climate and gender equity research grants. This lack of interest in funding for climate and gender equity research is both puzzling and surprising. A small group of the FORWARD team will be reviewing all of the FORWARD funding initiatives and will attempt to identify reasons for the lack of proposals in this area.

**Best idea yet:**

Vice President Evie Myers has encouraged the FORWARD leadership to distribute the second annual report more widely and to offer at least one open forum to present information from the report for a campus-wide audience. This additional exposure of the project's work and accomplishments will provide broader understanding and encourage support across the campus for the project's goals.

**Project evaluation:**

The following evaluation activities occurred from June 2010 through August 2010:

- Received a revised copy of the full report from the work-life survey completed by Data Center personnel. McGeorge is currently reviewing the revised report, and we expect to publicize the report on our website by the end of August.
- Performing analyses (Data Center personnel) that will provide a college level report of the work-life survey for each of the colleges at NDSU. We received the first college level report, and it is being revised by Data Center personnel to meet our specifications.
- Received a report on August 31 of Dr. Britton's analyses of the academic administrative survey data administered this past spring.
- Received transcription of the interviews of women full professors conducted this past year by Dr. Britton; in the process of de-identifying the data.
- Received transcription of the interviews with focus groups of associate professors conducted this past year by Dr. Britton; in the process of de-identifying the data.
- Developed two surveys (one for the mentors and one for the mentees - McGeorge) to explore the effectiveness of our cohort mentoring program. Data collection has been completed (31 mentees and 16 mentors completed the surveys) and McGeorge presented an initial summary report of the findings at the Advance FORWARD team monthly meeting, Friday, August 27. McGeorge will further analyze the data by gender of both mentors and mentees and report those findings at a future meeting.
- Developed, piloted, and revised an evaluation for the search committee training (McGeorge). Formative evaluation data was collected on a pilot presentation of the training given to FORWARD team members, and the data was provided to the presenter (Bachman).