

Annual Report for Period: 09/2008 - 08/2009

Submitted on: 06/24/2009

Principal Investigator: Schnell, R Craig .

Award ID: 0811239

Organization: North Dakota State U Fargo

Submitted By:

Bilen-Green, Canan - Co-Principal Investigator

Title:

ADVANCE Institutional Transformation Award: NDSU ADVANCE FORWARD - Transforming a Gendered Institution

Project Participants

Senior Personnel

Name: Schnell, R Craig

Worked for more than 160 Hours: Yes

Contribution to Project:

Schnell has provided meaningful guidance and direction for the project through regular meetings with the co-directors and has been consistent in participating in the monthly FORWARD team meetings and FORWARD events, often as the one who sets the context for the event/gathering with introductory statements about the project and its vision. He provides formal leadership for the Commission on the Status of Faculty Women (see attached report).

Name: Smith, Gary

Worked for more than 160 Hours: Yes

Contribution to Project:

Smith serves as one of the project's co-PIs and is one of the two academic deans who serve on the executive board for the project. He provides feedback on project activities and, as dean, is able to directly encourage participation by department chairs and faculty in various project activities (see attached report).

Name: Magel, Rhonda

Worked for more than 160 Hours: Yes

Contribution to Project:

Magel serves as the coordinator of the research component of the project; in that role she coordinates research projects initiated through the grant and has primary responsibility for compiling and analyzing the NSF 12 Indicator data (see attached report).

Name: Bilen-Green, Canan

Worked for more than 160 Hours: Yes

Contribution to Project:

Bilen-Green, as project co-director, provides day-to-day oversight of the project and those directly involved in its efforts. Her oversight specifically includes managing programs, supervising project personnel, budget monitoring and frequent meetings with PI Schnell, co-director Burnett, and with various staff as needed to direct the work of the project (see attached report).

Name: Burnett, Ann

Worked for more than 160 Hours: Yes

Contribution to Project:

Burnett, as project co-director, provides day-to-day oversight of the project and those directly involved in its efforts. Her oversight specifically includes organizing/scheduling the two advisory boards, frequent meetings with PI Schnell, co-director Bilen-Green, and with various staff as needed to direct the work of the project (see attached report).

Name: Birmingham, Elizabeth

Worked for more than 160 Hours: Yes

Contribution to Project:

Birmingham serves as coordinator for the campus climate component of the project and has focused her efforts in the initial project year on the collection of resources and the development of a bibliography related to campus climate and has provided guidance for the project activities associated with improvement of the campus climate (see attached report).

Name: Wolf-Hall, Charlene

Worked for more than 160 Hours: Yes

Contribution to Project:

Wolf-Hall serves as coordinator for the faculty advancement and leadership component of the project and has focused in the initial project year on the Leap grant application process and intentional recruitment of individuals on campus to attend various leadership training workshops (see attached report).

Name: McGeorge, Christi

Worked for more than 160 Hours: Yes

Contribution to Project:

McGeorge has been a key contributor to the internal evaluation efforts through her involvement in the development of the Faculty Work Life survey and a tool for evaluation of various FORWARD events and training opportunities. Her work was especially notable in light of the difficulties with the project's original external evaluator (see attached report).

Name: Weber, Christina

Worked for more than 160 Hours: Yes

Contribution to Project:

Weber (in cooperation with Froelich) has made a significant contribution to the creation and organization of the Commission on the Status of Faculty Women and is the main contributor to the research related to unstructured spaces, one of the key research pieces in the project.

Name: Froelich, Karen

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Worked for more than 160 Hours: Yes

Contribution to Project:

Froelich (in cooperation with Weber) has made a significant contribution to the creation and organization of the Commission on the Status of Faculty Women and contributor to the research related prevalence of women in academic leadership and faculty ranks (see attached report).

Name: Schwert, Donald

Worked for more than 160 Hours: Yes

Contribution to Project:

Schwert has provided cooperative oversight for the budget and the monitoring of project expenses and has been involved in the review of proposals for various project funding programs (see attached report).

Name: Brooks, Kevin

Worked for more than 160 Hours: Yes

Contribution to Project:

Brooks has served as the leader in the organization and preparation of the Advocates for their part in the project and the ongoing efforts to identify and train individuals as Allies for women faculty (see attached report).

Name: McCaul, Kevin

Worked for more than 160 Hours: Yes

Contribution to Project:

McCaul is one of the two academic deans who serve on the executive board for the project and has contributed especially to project efforts aimed at leadership development. He provides feedback on project activities and, as Dean, is able to directly encourage participation by department chairs and faculty in various project activities (see attached report).

Name: Reed, Wendy

Worked for more than 160 Hours: Yes

Contribution to Project:

Reed has been instrumental in the development of promotional materials about the project and dissemination of the project's accomplishments to date. She has also contributed to the development of guidelines for the Leap research funding program (see attached report).

Name: Katti, Kalpana

Worked for more than 160 Hours: Yes

Contribution to Project:

Katti is a contributor to the research component of the project and, as a senior faculty woman in engineering, has contributed to the development of research efforts of junior faculty women especially in the engineering disciplines (see attached report).

Post-doc

Graduate Student

Undergraduate Student

Technician, Programmer**Name:** Nash, Julie**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Nash, as Project Specialist, works with day-to-day grant activities including office assistance, workshop coordination, activity evaluation, and graduate student hiring and supervision.

Name: Bachman, Angela**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Bachman, as Faculty Recruitment Assistant, is developing additional materials and training to assist faculty search committees with recruitment and their efforts to enlarge and diversify applicant pools, especially in STEM (see attached report).

Name: Hokanson, Guy**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Hokanson has been the major contributor to the project's web and video support through his excellent technical skills (see attached report).

Name: Danielson, Ramona**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Danielson has contributed to the project by analyzing the Faculty Work Life Survey and developing a survey instrument for use with campus academic administrators (see attached report).

Name: Holbrook, Sandra**Worked for more than 160 Hours:** Yes**Contribution to Project:**

Holbrook has contributed project support by providing information for the web page and for the campus newsletter and by preparing written materials for the project including required reports.

Other Participants**Research Experience for Undergraduates****Organizational Partners****Other Collaborators and Contacts****Activities and Findings****Research and Education Activities** (see attached report for details)

- Six publications in proceedings or poster presentations at professional meetings.
- NDSU faculty work life survey conducted and data analyzed.
- Research initiated re: unstructured spaces and interventions into climate.
- Compilation of baseline data for NSF 12 Indicators.
- Compilation a bibliography of resources (books, articles, and institutional research) on the concept of gendered campus climate.
- Compilation of names and CVs of potential speakers and trainers as potential resources for training.
- Three awards to women faculty to enhance research productivity and advancement.
- Awards to 43 women faculty for course releases or travel as contributions to professional development.
- Collected institutional data on faculty and academic administrator hiring policies and practices

Findings (see attached report for details)

- The influence and power of major administrators to facilitate the work of our project – or impede it.
- The importance of having appropriate external evaluators.
- The need to balance good internal data collection with external analysis and perspective.
- The importance of clarity about responsibilities and accountability to successful implementation of project goals and objectives.
- The challenges of identifying appropriate trainers and speakers for our setting.

- The gender composition of search committees affects the gender outcome of faculty and academic administrator searches.
- Prevalence of women academic ranks is related to prevalence of women in academic leadership positions.

Training and Development (see attached report for details)

- A team of seven FORWARD members will attend LEAD training in June 2009.
- One of the project division coordinators will attend a two-year leadership institute involving three week-long residential sessions complemented by other leadership development experiences as a means to add capacity to the project's leadership development effort.
- Dr. Toni Schmader, University of Arizona, presented a keynote talk on unconscious bias and led discussion groups for faculty and administrators.
- Ongoing development of training and support materials for search committees re: recruitment for enhanced diversity in faculty applicant pools by staff member specifically assigned this responsibility.
- Awards to two women faculty for specific leadership development training events.

Outreach Activities (see attached report for details)

- Nine (9) presentations made about the project to campus groups: some advertised as campus-wide events and others geared to specific groups of administrators or academic units.
- Articles about various aspects of the project including announcements of funding opportunities, project appointments and funding recipients appeared regularly in the weekly campus newsletter, *It's Happening at State*, and its daily on-line counterpart.
- Relationships have been initiated with the campus Diversity Center, the local chapter of the AAUW and the ACE Commission on Women—State Network.

Journal Publications

Books or Other One-time Publications

Web/Internet Site (see attached report for details)

- A FORWARD web page - updated regularly with information about the project; it includes a description of the project and its vision; sections on people involved; the project initiatives and associated funding opportunities; calendar; and resources including baseline data, project reports, presentations and publications.
- See <http://www.ndsu.edu/forward>

Other Specific Products

Product Type: (see attached report for details)

- 1-page document used initially to publicize the FORWARD project and its programs on campus.
- Brochure designed to promote FORWARD and its programs both internally and externally.

Contributions

Contributions: To Any within Discipline

- Development of model to engage senior male faculty in issues of academic climate and advancement of faculty (allies/advocates program).
- Provision of a variety of grant programs *such as* support for travel to meet mentors external to campus, and financial support for leadership training as a model designed to help advance women faculty.
- Development of academic institution transformation model based on unstructured spaces and resource dependency theories.
- Leap and Climate/Gender research grants will add new knowledge to STEM disciplines. In particular, the Climate/Gender research grant on gender bias and STEM education assessment will drive systematic reform in STEM education.

Contributions: To Any Other Disciplines

- Contributions to STEM disciplines extend to non-STEM disciplines: mentor grants for non-STEM women; Advocates/Allies program that includes men from non-STEM disciplines.
- The Climate/Gender research grant adds new knowledge on gender bias and assessment.

Contributions: To Any Human Resource Development

- Creation of a Commission on the Status of Women Faculty and appointment of members.
- Development of Advocates/Allies program and appointment of 8 senior faculty men as Advocates.

- Professional development grants to women faculty to increase participation of women faculty in faculty and academic administrator ranks. Increasing the participation of women in these roles will enhance the STEM student pipeline. The establishment of the Commission on the Status of Women Faculty and the Advocates programs will further impact the faculty-student pipeline.

Contributions: To Any Resources for Research and Education

- New approaches to mentoring: both the development of peer mentoring groups and the use of travel grants to encourage multiple mentors – both internal and external.

Contributions: To Any Beyond Science and Engineering

- Changing the image of women professionals based on a stereotypic view of women - particularly in STEM fields. The FORWARD project's recognition through the 2009 ACE Office of Women in Higher Education's Network Award for the Advancement of Women in Higher Education illustrates that the project's impact reaches well beyond our institution and the STEM fields.

Conference Proceedings

Special Requirements

Special reporting requirements: None

Change in Objectives or Scope: None

Animal, Human Subjects, Biohazards: None

Categories for which nothings is reported:

Organizational Partners

Any Journal

Any Book

Any Conference