

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – September 1 – November 30, 2014**

Significant accomplishments: Since the annual report for Year 6 submitted May 31 2014, the following items have been initiated and/or completed as part of the Advance FORWARD project:

Events:

- Held the FORWARD kick-off event on September 2, 2014; as in previous years the event was hosted by the President in his home and included presentation of the annual departmental award sponsored by the Commission on the Status of Women Faculty. The recipient this year was the Department of English.
- Held several meetings with the new Provost to acquaint her with the Advance FORWARD project and its various efforts/activities.

Advocates and Allies

- Conducted Ally training on October 3 and 21 for a total of 10 trainees. Among participants completing the evaluation, 90% reported that they will be able to implement new strategies to promote a more equitable climate for women faculty at NDSU as a result of their participation in this ally training (40.0% Strongly Agreed and 50% Agreed), and 100% of the respondents reported that they are personally committed to addressing issues of gender bias and discrimination experienced by women faculty at NDSU (80% Strongly Agreed and 20% Agreed).
- Held Ally training follow-up discussion meetings on October 9 and on November 6.

Commission on the Status of Women Faculty

- Implemented CSWF elections, per updated Charter (with membership guidelines) prepared for institutionalization: two membership term renewals, two new commission members, three executive committee members, CSWF chair, faculty senate executive committee ex-officio member, faculty senate faculty affairs committee member.
- Dual Career Exception (NDSU Policy 103, 2.2.4.4) changes proceeded through approval process (Senate Coordinating Council, faculty senate executive committee, faculty senate) and were approved October 13, 2014, with one clarifying amendment. Policy now removes two year limit to spousal/partner hiring exceptions, and clarifies communication of spousal/partner hire needs, directed to Vice Provost for Faculty Advancement.
- Provided input to Policy 163.2 Anti-Bullying Policy, proposed by HR.
- Discussed Policy 327: Administrator Evaluation with (new) Provost Ingram to gain her perspectives to facilitate this major policy revision. Prepared another revision of Policy 327 to reflect Provost Ingram's concerns with previous proposal; new revision remains under discussion.
- Welcomed new Ombudsperson, discussed mutual activities and goals.
- Provided input to Policy 353: Grievances – Faculty, primarily via CSWF representative on senate faculty affairs committee.
- Continued discussion of Policy 103.2.1 Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings: Titled and/or Compensated Positions < .50 FTE or Interim – apparent ongoing implementation issues. Fact finding resulted in preparation of a table to track policy usage and outcomes. Initial discussion has taken place; table is being refined and added to with assistance from the Provost's office, more discussion is needed to help determine next steps (additional change to the policy itself, or enhancing/change to policy implementation procedures).

Climate

Offered several major events related to climate this semester:

- Conducted the FORWARD workshop on *Enhancing Department Climate* for new faculty on August 18, 2014; forty-one 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 94.6% of the attendees *agreed* that their knowledge about how to promote a positive climate at NDSU had increased after attending this workshop (24.3% Strongly Agree and 70.3% Agree). Additionally, 83.8% 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 (24.3 Strongly Agree and 59.5% Agree).
- Presentations by Britton, FORWARD external evaluator on September 16, 2014. Britton presented two sessions titled “Advancement of Women Faculty.” Britton presented the results of the Fall 2013 Faculty Worklife Survey and the Spring 2014 Academic Administrators Climate Survey. These surveys focus largely on faculty and administrators’ perceptions of gender equity on campus and in their units, and, attitudes about strategies for change. The first session was for faculty and was attended by 66. 94.7% of the attendees reported that their understanding of the NDSU climate had increased after attending this lecture (42.9% Strongly Agree and 51.8% Agree). Additionally, 71.5% of the attendees reported that their knowledge about how to promote a positive climate at NDSU had increased after attending this workshop (16.1% Strongly Agree and 55.4% Agree). The second session attended by 17 was designed for college deans and department chairs and heads. Among the findings reported from the 2014 Administrator survey was that:
 - Administrators continue to see the university climate as more difficult for women than men.
 - There were few differences between STEM and non-STEM administrators suggesting that attitudes around the issues tapped in the survey are not significantly different for administrators in STEM units versus those who are not.
 - 81% of administrators believed that FORWARD has helped to create transformation in the direction of gender equity on the NDSU campus suggesting broad support among administrators for institutionalization and continuing change in the direction of gender equity.
- Changes to NDSU Policy 352 on promotion, tenure and evaluation including granting of tenure clock extension due to disability, procedures for maintaining confidentiality, and clarification that there would be no increase in expectations when extensions are granted received approval from the faculty senate and signed by the President. The policy change was initiated by Women with Disabilities Task Force.
- NDSU Ombuds offered a workshop on “Avoiding Incivility, Non-Collegiality, and Bullying: Strategies for Managing Conflict in Academe” for department chairs and heads on September 10.

Recruitment and Retention

- Conducted two faculty search committee trainings, one on September 25 and another on November 12 for a total of 51 individuals. Among those who completed the evaluation, 94.4% reported they feel that their knowledge of how to identify and recruit a diverse pool of applicants increased (44.4% Strongly Agreed and 50.0% Agreed); 80.6% reported that they feel they have acquired new information or understanding about how to address gender inequity during the faculty search process (36.1% Strongly Agreed

and 44.4% Agreed) and 91.7% reported that they will be able to implement new strategies to address unconscious bias during the faculty search process (50.0 % Strongly Agreed and 41.7% Agreed).

Leadership and Advancement

- Held **Promotion Tenure and Evaluation (PTE) Committee workshops** on September 30 and October 1. A total of 26 individuals attended; most were members of departmental and college PTE committees. Evaluation respondents (19) indicated that they had acquired new information or understanding about how to arrive at a more equitable PTE process (63.2% Strongly Agreed and 36.8% Agreed). Respondents also said they would be able to implement new strategies to address unconscious bias during the PTE process as a result of attending the workshop (47.4% Strongly Agreed and 52.6% Agreed).
- Held two **Promotion to Professor** sessions during the semester.
 - The first session on October 2 featured a panel of chairs/heads and deans; Virginia Clark Johnson served as moderator. Panelists shared tips for helping Associate Professors move to Full Professor when they are serving in administrative roles. Thirty seven individuals attended the panel discussion and 25 completed evaluations. Of the participants completing the evaluation 76.0% reported that they will be able to implement new strategies in their own process of becoming a full professor (28.0% Strongly Agreed and 48.0% Agreed), and 100% reported that their understanding of the challenges associated with balancing an administrative role and progressing to promotion to full professor has improved as a result of attending this panel (48.0% Strongly Agreed and 52.0% Agreed).
 - The second was on November 13, and this session focused on life after promotion and differences in expectations for an associate professor versus expectations for a professor. Of the participants completing the evaluation 69.5% reported that they had acquired new skills and/or information about applying for promotion to full professor at NDSU (39.1% Strongly Agreed and 30.4% Agreed), and 100% reported that their understanding of the different responsibilities and expectations of a full professor compared to an associate professor has improved as a result of attending this panel (43.5% Strongly Agreed and 56.5% Agreed).
- **Cohort Mentoring:** Offered monthly professional development events for new faculty:
 - September 17, 2014: Wendy Reed and Julia Bowsher, Biological Sciences, led a time management workshop for faculty participating in the mentoring program. Among participants who completed the evaluation, 100% reported that they acquired new skills, information, or understanding about how to effectively manage their time (57.1% Strongly Agreed and 42.9% Agreed), and 100% reported that they will be able to implement new time management strategies as a result of their participation in the workshop (42.9% Strongly Agreed and 57.1% Agreed).
 - October 30, 2014: Sponsored presentation by Janet Twomey, Associate Professor of Industrial and Manufacturing Engineering at Wichita State University, Kansas, and former NSF program officer. Twomey led a session titled “Developing a Research Program: Short term and long term strategies” attended by 54 faculty. Among participants who completed the evaluation, 78.3% reported that their understanding of the steps and processes to obtain funding has increased as a result of their participation in this workshop (35.1% Strongly Agreed and 43.2% Agreed); 78.3% reported that they will be able to implement new strategies to accomplish short term research goals as a result of their participation in this workshop (37.8% Strongly Agreed and 40.5% Agreed); and 78.3% reported that they will be able to implement new strategies to accomplish long term research goals as a result of their

- participation in this workshop (35.1% Strongly Agreed and 43.2% Agreed). A follow-up discussion session for department chairs and heads and deans were attended by seven administrators: 100% of the participants who completed the evaluation reported that they will be able to better assist their faculty to implement new strategies to accomplish short term research goals as a result of their participation in this workshop (57.1% Strongly Agreed and 42.9% Agreed); and 85.8% reported that they will be able to better assist their faculty accomplish long term research goals as a result of their participation in this workshop (42.9% Strongly Agreed and 42.9% Agreed).
- November 21, 2014: Miriam Mara and Andrew Mara, NDSU English Department, led a workshop on establishing good writing habits. Among participants who completed the evaluation, 100% reported that they acquired new skills, information, or understanding about how to be a more effective writer (28.6% Strongly Agreed and 71.4% Agreed), and 85.7% reported that they will be able to implement new writing strategies as a result of their participation in the workshop (28.6% Strongly Agreed and 57.1% Agreed).
 - Evaluated the impact cohort mentoring program is having on retention and experience of the climate at NDSU of the junior faculty members involved in the mentoring program. Some of the key findings for data collected in the summer of 2014 show that
 - 45.5% of the mentees reported that their participation in the FORWARD cohort mentoring program had a positive impact on their decision to remain at NDSU.
 - 72.7% of the mentees reported that their participation in the FORWARD cohort mentoring program had increased their comfort with the promotion and/or tenure process.
 - 63.6% of the mentees reported that their participation in the FORWARD cohort mentoring program had a positive impact on their experience of the climate at NDSU.
 - 80.0% of the mentors reported that their participation in the FORWARD cohort mentoring program had a positive impact on their experience of the climate at NDSU.
 - 13.3% of the mentors reported that they also were mentored during the cohort mentoring process.

Grant Programs

- Received six applications for the course release program. Applications are being reviewed by an interval committee.
- Prepared summary of the self-report survey from recipients of each grant and award program (i.e., Travel Award, Leap Research Grant, Course Release Award, Climate Gender Research Grant, and Leadership Development Award). Key findings for data collected in the summer of 2014 show that
 - 81.7% of the grant recipients reported that receiving a FORWARD grant had a positive impact on their decision to remain at NDSU (26.8% Strongly Agreed, 31.0% Agreed, and 23.9% Somewhat Agreed).
 - 78.9% of the grant recipients reported that their participation in the FORWARD award/grant program(s) has had a positive impact on their tenure and/or promotion process (28.2% Strongly Agreed, 36.6% Agreed, and 14.1% Somewhat Agreed).
 - 76.1% of the grant recipients reported that their participation in the FORWARD award/grant program(s) has helped them develop leadership skills that will assist in their career advancement (16.9% Strongly Agreed, 29.6% Agreed, and 29.6% Somewhat Agreed).

- 80.3% of the grant recipients reported that their participation in the FORWARD award/grant program(s) has positively enhanced their experience of the campus climate at NDSU (22.5% Strongly Agreed, 31.0% Agreed, and 26.8% Somewhat Agreed).
- 11.2% of the grant recipients reported that the FORWARD program and grants had a significant impact on their decision to come to NDSU (1.4% Strongly Agreed, 5.6% Agreed, and 4.2% Somewhat Agreed).

Additionally, the grant recipients completing the survey in the summer of 2014 reported that they had a total of 18 grants funded (for \$2,455,301) and 31 articles accepted for publication.

Research

- Resubmitted manuscript entitled “A Study of the Relationship between Gender, Salary, and Student Ratings of Instruction at a Research University” to *NASPA Journal About Women in Higher Education* (Magel).
- Initiated a study to investigate gender interaction between student responses and the gender of the instructor in student rating of instruction surveys (Magel).

Dissemination

- Schwert presented on the role the men faculty in helping to create a better climate for women faculty at the Indo-U.S. Roundtable on ADVANCing Women Faculty in STEM, November 15, 2014 in New Delhi, India. The Roundtable was organized by the Indo-U.S. Science and Technology Forum (IUSSTF) in partnership with NSF and the Department of Science & Technology, Government of India. “Women in Science” is one of the priority areas for engagement between the United States and India. Both countries share a common goal of promoting, enabling and retaining women in science, and increasing access to science and technology for women. The Roundtable was organized in conjunction with the 3rd Indo-US Joint Commission Meeting on Science & Technology scheduled for November 14-17, 2014 in New Delhi. The objective of the Roundtable was to share best practices and to identify and co-develop joint programs to promote leadership, mentoring, and networking and build research to research collaborations among women scientists and researchers from both countries.
- Conducted follow-up sessions for advocates and allies at West Virginia University (September 10, 2014) and University of Maine (October 2, 2014).
- Organized and presented a panel session on “Promotion to Professor” at UND ACE Conference (Bilen-Green, Clark Johnson, Wolf-Hall, Burnett, September 2014).
- Presented a panel session on “Work/Life Balance Policies for Faculty” at Society of Women Engineers Conference (Bilen-Green, October 2014).
- Received invitations to serve as external evaluator or as advisory board member by several institutions seeking ADVANCE PLAN funding this cycle.

Evaluation

Internal evaluation data for this reporting period is incorporated with the reports of various activities and events above.