

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – September 1 – November 30, 2010**

Significant accomplishments: Since the fourth quarterly report for Year 2 submitted August 31, 2010, the following items have been initiated and/or completed as part of the Advance FORWARD project:

List of activities/accomplishments for 4th quarterly report:

- Sponsored a series of workshops and a pedagogical luncheon presented by higher education consultant Dr. JoAnn Moody, faculty development and diversity specialist, September 20 and 21. Sessions were geared toward faculty and academic administrators with separate workshops for junior and senior faculty; Promotion, Tenure and Evaluation Committee members; search committee members; department chairs/heads; and deans.
- Offered a grants information session on October 7. The session included information on all Advance FORWARD grant programs. Created a one-page handout on grant programs with application deadline information. Calls for applications for grant programs, information on the review process, and relevant forms are posted on our website.
- Held the first Ally training (Advocates) on October 13 to recruit and train male allies. The development of this training was the primary focus of the Advocates' work this semester. The Advocates also hosted an open house to introduce the campus community to the Ally program and offered a second Ally training on November 30. The November 30 training, at the request of Dean McCaul, was devoted to training College of Science and Math faculty. In addition, the Advocates have been creating individual action plans designed to help them address issues of gender equity in their individual units. The Advocates participated in training with Moody during her October campus visit and met with our external evaluator, Dr. Dana Britton, during her campus visit.
- Received applications and made the following grant awards:
 - Course Release Grants: We received 10 applications (for fall 2011 and spring 2012 semesters) by the announced deadline of November 1: five from the College of Human Development and Education; four from the College of Science and Math; and one from the College of Agriculture, Natural Resources and Food Systems, requesting a total of \$66,000. An internal committee is reviewing the applications, and recipients (we expect to fund around five) will be announced in early December.
 - Mid-Career Grant Program: We received applications from two teams and have agreed to fund both applications:
 - * One application was from a team of associate professors in two closely aligned disciplines: English (Betsy Birmingham, Andrew Mara, Miriam Mara, Amy Rupiper Taggart, and Gary Totten) and Communication (Amy O'Connor). The team will meet throughout the year to share information and peer mentoring to support promotion to full professor. The meetings will include guests such as deans, department chairs, and PTE committee members who can provide insights into the promotion process.
 - * The second application was from a team of associate professors in Architecture (Cindy Urness), Human Development and Family Science (Margaret Fitzgerald and Brandy Randall), and Apparel, Design, and Hospitality Management (Kara Wolfe). The team is interested in the various effects of economic activities on such areas as family dynamics, housing, and community vitality in the oil-producing counties of western North Dakota. The

team will seek research and funding opportunities which would support their involvement in problem-solving in western North Dakota while supporting each other in the promotion to full professor process.

- Held a luncheon and discussion on November 18 as part of the Advance FORWARD's leadership development component. The session was led by a panel that included Holly Bastow-Shoop, professor and head of apparel, design & hospitality management; Rich Horsley, professor and chair of plant sciences; Wendy Reed, associate professor of biological sciences and associate dean of science and math; and Michele Reid, dean of libraries. The panelists provided descriptions of their leadership training experiences including the training sponsor, goals, format, the time involved, and the cost as well as how they selected the particular experience in which they participated. The event included information about Advance FORWARD's Leadership Development Program which provides funds annually to send tenured women faculty to a national leadership development program of their choice.
- Hosted the Internal Advisory Board at the September Advance FORWARD team meeting and the Advocates at the October meeting. Such meetings allowed members of these groups to learn more about FORWARD programs and relevant institutional data.
- Participated (FORWARD leadership) in the development of programs for this year's Chairs' Forum which is hosted monthly by the Provost. Each one was designed to include presentations in support of FORWARD goals.
 - October 13: Provost encouraged department chairs to attend Allies training
 - November 17: Dana Britton presented results of Administrator Survey
 - November 29: Jennifer Sheridan, External Advisory Board member discussed what department chairs can do to enhance climate in their departments.
- Proposed a revision of current student rating of instruction system in response to Dr. Joey Sprague's visit in March 2010. The metric in current use is subject to bias (i.e., gender, race, ethnicity), and may have a negative impact on faculty retention, promotion and tenure. As a result of our recommendation, the Faculty Senate has charged the Teaching and Professional Service Committee with revising the University policy on student rating of instruction.
- Attended ADVANCE PI conference November 8-9 (Bilen-Green, Burnett, Froelich, Nash, and Schnell). The team held a breakfast meeting with External Advisory Board members Laura Kramer and Jennifer Sheridan.
- Hosted the second on-campus visit by the External Advisory Board on November 29-30, 2010. All current EAB members - Susan Carlson, Christine Hult, Peggy Johnson, Laura Kramer and Jennifer Sheridan - participated in the two-day event. Activities included a presentation by Advance FORWARD members to the Board and University President Bresciani, a meeting with Provost and PI Schnell and other Advance FORWARD leaders, a meeting with President Bresciani, a session with all department chairs/heads and deans (Sheridan), a session with college of engineering and architecture chairs/heads (Johnson) and a session with associate professor women (Hult).

- Sponsored three webinars on project-related issues and advertised for campus-wide participation:
 - "Accommodating Individuals with Special Needs" Webinar by Springboard Consulting LLC (October 15, 2010).
 - "Sexual Assault, Sexual Harassment and Title IX: Managing the Risk on Campus" Webinar by American Association for Affirmative Action (AAAA) (October 28, 2010).
 - "Recruiting and Retaining Faculty of Color: Strategies, Roadblocks, and Incentives" Webinar by American Association for Affirmative Action (AAAA) (originally scheduled for November 17 but rescheduled for December 9, 2010).
- Attended (Bachman and Nash) the "Keeping Our Faculties of Color" symposium, November 1-2, hosted by the University of Minnesota.
- Sponsored several sessions as part of the junior mentoring program:
 - Coordinated the junior faculty mentoring program in conjunction with the campus-wide mentoring program for new faculty sponsored by the Office of the Provost and Vice President for Academic Affairs. This year there are 38 mentors (16 women and 22 men) and 81 mentees (includes first and second year faculty; 31 women and 50 men) participating in the program. New to the program this academic year are 6 female and 13 male mentors, and 10 new female faculty mentees and 22 new male faculty mentees. Mentors and mentees were provided a list of potential topics that might help guide their mentoring sessions along with a list of the fall faculty development events on campus.
 - Sponsored separate training sessions for mentors and mentees during Dr. Moody's September 20-21 visit (see above).
 - Sponsored a training session for mentors and mentees focused on tips to help establish good habits for scholarly writing. Session was conducted by Drs. Miriam Mara and Andrew Mara from the NDSU English Department on October 14.
 - Sent letters to all of the Deans recognizing the contributions of the mentors from their colleges. Copies of this letter were sent to the mentors and to the Provost/VPAA.
- Sponsored a panel presentation on promotion to professor on October 12. The theme of the panel discussion was "How do I know when I am ready to apply for promotion?" Panel members included Allan Ashworth, professor of geosciences; Will Bleier, professor of biological sciences; Loretta Heuer, professor of nursing, and Larry Peterson, professor of history; all four have served as department administrators. Feedback from the event will be used by the Promotion to Professor Task Force to develop the next panel, with emphasis on answering the question "Why do I want to be a Professor"? The task force meets monthly.
- Hosted campus visit by Dr. Dana Britton, professor of sociology at Kansas State University and external evaluator for the Advance FORWARD project, on November 17-19. Details of Britton's campus visit are described elsewhere in this report.
- Commission on the Status of Women Faculty
 - Presented the Advance FORWARD Equity Award to the Department of Biological Sciences at the Advance FORWARD kick-off event September 2. The \$5000 award recognizes the department's accomplishments in supporting and advancing gender equity.
 - Received notification that proposed changes to an NDSU policy dealing with the announcement of position openings and initiated by the Commission last year were approved by the Faculty Senate on September 13. In related action, the Faculty Senate has formed an ad-hoc committee to review the research and other institutions' policies and practices

- regarding spousal and partner hiring. The ad-hoc committee includes representatives from Advance FORWARD, CSWF, and the Advocates.
- Continued work on the development of a formal family leave policy with both childbearing leave and modified duties components.
- Made efforts to coordinate Commission work more closely with Advance FORWARD to increase effectiveness of organizational change efforts. Specifically, Commission members participated in FORWARD planning meetings and heard a presentation based on Advance FORWARD data at the first Commission meeting this fall. The Commission will present their activities at an upcoming Advance FORWARD meeting next semester.
- Received the resignation of Commission member Justin Wageman. Brandy Randall, associate professor of human development and family science, has been appointed as a replacement.
- Continued to enter and update data on faculty in the institutional database emphasizing accuracy of tenure data for both new and continuing faculty.
- Revised inserts in the Advance FORWARD brochure, as needed, and developed several news inserts that are currently in final production stages. Added a statement by the new University president to the brochure holder.
- Presented Brown Bag “NDSU Advance FORWARD Two-Year Update: Accomplishments and Upcoming Events” on September 29 (Bilen-Green, Burnett, Myers and Schnell). The presentation was based on the Advance FORWARD second annual report as well as plans for the current academic year’s activities and events.
- Continued climate work primarily through planning for three specific projects:
 - Worked (Birmingham, Reed and Wolf-Hall) on a session for the Provost’s forum for department heads/chairs that will focus on how academic departmental administrators can encourage and support faculty development and mentoring activities in their units, and the impact that support has on departmental climate (scheduled for December 15).
 - Began compiling data from an array of instruments (in cooperation with the evaluation team) on current climate and gender–related differences in the perceptions of climate. This compilation will provide a data-based NDSU context for climate training sessions.
 - Worked on training modules to address the three elements that women at NDSU most frequently identify as making the climate chilly for them: 1) finding work-life balance; 2) needing opportunities to network with other women to combat feelings of isolation; 3) responding to the snowball effects of constant, subtle bias and small inequities.
 - Began work with FORWARD graduate assistant Rebecca Mellem to compile information about how other ADVANCE projects have undertaken climate-related activities and the success of those activities, if evaluations exist.
- Completed a draft of a research paper (Burnett and Anicha, FORWARD graduate assistant) using the 2007 data on climate and work-life balance gathered from former and current faculty. This research project has been delayed as the authors explored options to make this single-institution data worthy of publication and did additional statistical analyses beyond the initial analyses.
- Met with academic deans on October 14 (Bilen-Green); reviewed Advance FORWARD programs with emphasis on 1) importance of active recruitment and a gender diverse candidate pool and 2) mentoring programs. Asked the deans to invite Advance FORWARD members to their college meetings to review FORWARD programs and discuss institutional findings. Dean Virginia Clark

Johnson invited Advance FORWARD to the November meeting of her college which coincided with Britton's visit.

Areas of difficulty/resistance:

Several issues continue to call for attention in order for us to achieve more significant institutional transformation. Changes in university leadership make it more challenging to maintain momentum. The change in the university's presidency has required effort to familiarize President Bresciani with the project. In addition, Provost and Academic Vice President Schnell, who is also the project PI, has announced his return to the faculty in the coming months. In addition, holding college and department administrators accountable for their cooperation and support in achieving Advance FORWARD goals continues to encounter resistance. In terms of the project team itself, not all team members are contributing as fully as would be desirable to achieve the planned results. We have also experienced delays in the completion of suitable search committee training. With no new faculty lines and few open positions, effective faculty recruitment and monitoring of searches has become more critical for achieving the project recruitment goal – assuring that applicant pools include a representative number of women before a search may go forward.

Best idea yet:

Despite the challenges noted above there are a variety of positive initiatives in the project:

- the development of a letter by Green on behalf of CSWF (one of the Advocates) to inform administrators and unit supervisors about policy changes relevant to Advance FORWARD goals;
- an effort to develop a policy to monitor compliance with and effectiveness of these policy changes;
- a change instituted by Dean Smith to start college meetings no earlier than 8:30 a.m. to accommodate faculty who need to get children to child care or school.

And, we are glad to report that the project's credibility has been enhanced by having an external evaluator who is a well known social scientist.

Project evaluation:

The following evaluation activities occurred from September 2010 through November 2010:

- Received a finalized version of the full report of the worklife survey as well as college reports and mini-reports focused on topics such as significant gender differences in perceptions of the climate at NDSU. Began dissemination of the information to the campus community
- Received a full report of the data gathered through our academic administrative survey. During Britton's November 17-19 visit, she presented the results to deans and department heads/chairs and to the College of Human Development and Education.
- Received completed transcriptions of faculty interviews conducted by Britton on contract with Advance FORWARD; analysis of the data is underway.
- Completed (McGeorge) a report, based on data from the two mentoring surveys, which examines gender differences in how mentees and mentors experience the cohort mentoring process.
- Reported findings (McGeorge) of the data regarding the gender composition of graduate committees to the FORWARD team and to the NDSU Graduate Dean.
- Continued to evaluate each of the Advance FORWARD climate programs which provide information for structuring future programs as well as topics for future presentations.
- Received helpful input and feedback from Britton during her November 17-19 campus visit when she met with each of the major program areas of the Advance FORWARD project.