

## FORWARD Report/ Discussion # 1: Climate

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**NDSU FORWARD**  
North Dakota State University, Fargo

Focus On Resources for Women's Advancement, Recruitment/ Retention, and Development

Oct-08

## Outline

- NDSU FORWARD
- NSF ADVANCE IT Program
- NDSU's Challenges – Climate
- NDSU FORWARD Data
- Findings
- Efforts to be funded by NSF

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## NDSU FORWARD

- FORWARD – Focus on Resources for Women's Advancement, Recruitment/Retention, and Development
- Started as 'ADVANCE Project Group'
- Members include faculty from each College, Provost, Deans, Department Chairs, Director of Women Studies, Director of Equity and Diversity, staff from the Research Office

## The FORWARD Team

- **Karen Froelich**—Management, Marketing, and Finance
- **Kalpana Katti**—Civil Engineering
- **Rhonda Magel**—Statistics
- **Kevin McCaul**— Science & Math
- **Christine McGeorge**—Child Development & Family Science
- **Bonnie Neas**—Information Technology
- **Wendy Reed**—Biology
- **R. Craig Schnell**—Vice President of Academic Affairs
- **Donald Schwert**—Center for Science & Mathematics Education
- **Kay Sizer**—Office of Research, Creative Activities & Technology Transfer
- **Gary Smith**—Engineering & Architecture
- **Christina D. Weber**—Sociology, Anthropology & Emergency Management
- **Charlene Wolf-Hall**—Veterinary and Microbiological Sciences

## NSF ADVANCE Institutional Transformation Program

- Funding for comprehensive and sustainable institutional transformation
- To increase participation of women faculty
- 40 ADVANCE Institutions
  - 9 in 2001; 10 in 2003; 13 in 2006
  - 8 more funded in 2008, including NDSU

## NDSU's Challenges

1. Chilly climate
2. Applicant pools
3. Retention
4. Too few women full professors
5. Too few women academic administrators

## NDSU FORWARD DATA

- These challenges were identified through a number of studies and analysis of institutional data:
  - NSF 12 Indicators
  - Diversity Council 2003 Climate Survey
  - FORWARD Fall 2007 Surveys & Interviews
    - Current faculty survey
    - Resigned faculty survey
    - Resigned faculty interviews conducted by OneDegree
  - FORWARD 2002 Study
  - National Data Comparisons

## Status of Women Faculty

- AAUP 2006 Report
  - Tenured faculty – women/men: 9.8% vs 90.2%
  - Full professor – women/men: 6.7% vs 93.3%
- In 2007-2008 tenured or tenure-track women faculty
  - Assistant: 72 (14% vs 20%)
  - Associate: 30 (7% vs 26%)
  - Full: 9 (2% vs 31%)

## Status of Women Academic Administrators

- Academic Deans
  - Human Development and Education
- Department Chairs
  - Statistics
  - Apparel, Design, Facility and Hospitality Management
  - Nursing
  - *Construction Management & Engineering*

## Findings: Diversity Council 2003 Survey

- 81.7% of the men indicated they were comfortable or very comfortable with the climate in their departments compared to 70.3% of the women (242 responses).
- Although only a small number of faculty reported harassment based on sex (n=19), women constituted 73.7% (n=14) of those reports when asked to indicate if NDSU addresses issues of sex (gender).
- 64.6% of the men agreed or strongly agreed (when asked if NDSU addresses issues of gender), but only 33.3% of the women did.

## Findings: FORWARD 2002 Study Results

- Forty-nine male/female pairs matched by rank and discipline responded to questions about the university as a place to work.
- Results identified areas associated with greater attrition of women faculty:
  - stress based on subtle discrimination
  - work-related stress
  - stress due to time pressure
  - lack of personal time
  - difficulties in departmental communication

## Findings: FORWARD Fall 2007 Interviews

- Interviews of a sample of women and men (STEM and non-STEM) who had left NDSU (n=20) were conducted by One Degree consulting.
- Results:
  - Service loads are high, yet service isn't recognized
  - A "good old boys network" exists
  - No uniform family leave policy
  - Concerns about lack of lab space

## Findings:

### FORWARD Fall 2007 On-line Surveys, faculty who left

- Targeted faculty who had left NDSU (respondents=46) and current faculty (respondents=247).
- Women faculty who left reported among their top five reasons for leaving:
  - receiving better job offers and subtle or overt discrimination (both 52.9%)
  - conflict with a direct supervisor and conflict within the department (both 29.4%)
  - other reasons, including climate-oriented explanations such as isolation and being ignored

## Findings:

### FORWARD Fall 2007 On-line Surveys, current faculty

- Current women faculty:
  - are less satisfied with the climate than men
  - concerns included communication, feeling dissimilar from others in the department and college, feeling a lack of unity/cohesion among faculty in the college, lack of collaboration opportunities
  - rated the climate significantly lower than men (p-value = 0.028)
  - felt significantly more stressed in balancing their work and family life than men (p-value = 0.024).

## Data Challenges

- Data versus personal experiences
- Exit interviews
- Too many surveys – but necessary for
  - Data driven decision-making
  - Continuous monitoring and assessment
  - Identifying areas of improvement

## FORWARD efforts to address climate issues

- Commission on the Status of Women Faculty
- Gender climate training for faculty, administrators, and FORWARD Allies/Advocates Mentoring and reverse mentoring
- Climate and gender equity research grants
- Campus kick-off conference
- Systematic data collection and analysis



What are some the things you've seen that are detrimental to building a community and positive climate?

What are some of the things that your unit does to build a community?

Based on the above, what activities would you suggest for improving campus climate?

## Conclusions

- Climate is the key issue to addressing the other challenges identified in the FORWARD grant proposal
- Climate change cannot be mandated by policy
- Climate change must be supported by policy
- Climate change must come from all units of the university

## Questions, Concerns, or Ideas?

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