

NDSU Advance FORWARD

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

An Institutional Transformation Project Funded by the National Science Foundation

The **Advance FORWARD** project, funded by NSF beginning in fall 2008, was developed in response to 1) research on the campus climate conducted at NDSU over the past several years; 2) the compilation and analysis of institutional data on the recruitment and retention of women faculty, and 3) the obvious scarcity of women in academic administrative roles. The research results and institutional data are available on the FORWARD web site along with the complete proposal.

The five goals of **Advance FORWARD** address the findings of this research and institutional data analysis:

- ❖ Improve the climate across the campus;
- ❖ Enhance recruitment of women faculty in STEM disciplines by employing targeted recruitment strategies;
- ❖ Increase retention of women faculty in STEM disciplines through the probationary period and the promotion/tenure process;
- ❖ Promote/advance women associate professors in the STEM disciplines; hire women at advanced rank to build a critical mass of senior women in STEM departments;
- ❖ Create leadership opportunities by promoting and hiring women into academic leadership positions.

Advance FORWARD includes three major components:

Campus Climate

Advancement/Leadership

Research

The **Advance FORWARD** organizational structure reflects the relationship of these three components to the overall project:

To achieve the project goals, the **campus climate** and **advancement/leadership** components provide professional development and mentoring for women faculty – both junior and mid-career, workshops for academic administrators and faculty on climate issues, and the development of men as advocates and allies. Within all three of these components there are specific, funded incentives to support change efforts. The project also includes the creation of a Commission on the Status of Women Faculty, appointed by the Provost who is also a member. This group will monitor measures of change and propose policies to support the goals.

The **research** component is a particularly significant aspect of the project designed to assess if and how the incentives and programs lead to the achievement of the goals and, ultimately, to institutional transformation.

