

ADVANCING WOMEN FACULTY

NDSU ADVANCE FORWARD



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NDSU FORWARD

FORWARD – Focus on Resources for Women's Advancement, Recruitment/Retention, and Development

Started as 'ADVANCE Project Group,' FORWARD members include faculty, Provost, Deans, Department Chairs, Director of Women Studies, Director of Equity and Diversity, and staff from the Research Office.

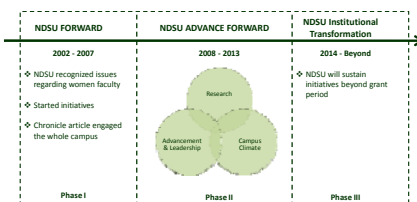
With participation from each college at NDSU, the FORWARD group is committed to establishing a university culture in which all individuals are nurtured and supported to develop to their fullest potential, and the criteria for success and achievement incorporate unique skills and contributions of both men and women. Specific goals of FORWARD are to:

- ❖ Improve the climate across the campus and narrow the gap between men's and women's perceptions of the campus climate
- ❖ Employ targeted recruiting strategies to recruit women faculty
- ❖ Retain more women faculty through their probationary period and the promotion/tenure process
- ❖ Support women associate professors as they move to full professor, and hire advanced rank women to build a critical mass
- ❖ Promote and hire women faculty into academic leadership positions

Framework for Institutional Transformation at NDSU:

- ❖ Data driven decision-making
- ❖ Built upon existing research findings and past ADVANCE institution results
- ❖ Continuous monitoring and assessment
- ❖ Comprehensive management plan
- ❖ Commitment from administration

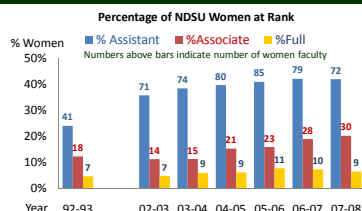
NDSU Progression Toward Institutional Transformation



NDSU Progression Toward Institutional Transformation

PHASE I. NDSU FORWARD

Issues at NDSU



Over 15 years, NDSU had little change in percentages of tenured women. The 2006 AAUP¹ study brought the numbers into national focus, reporting that proportion of women within the tenured ranks was 9.8% at NDSU. The national average is 31%. Further:

- ❖ Presently, only 2% of faculty at NDSU are women full professors, a total of 9, up from 1.5% in 1992. Male full professors are the largest group on campus, 31.2% of total faculty.
- ❖ Of eight academic deans only one is a woman – Dean of Human Development and Education.
- ❖ There are only four women chairs/heads.
- ❖ The FORWARD 2007 online survey of current faculty reveals that women feel they have less opportunity to advance than men (p-value = 0.001).
- ❖ In addition, women faculty are significantly more stressed in balancing their work and family life than men (p-value = 0.024) and rate the climate significantly lower than men (p-value = 0.028).

¹ West, M., & J.W. Curtis. 2006. *AAUP Faculty Gender Equity Indicators 2006*. American Association of University Professors.

Initial Efforts

NDSU FORWARD was awarded NDSU President's Diversity Council 2008 Impact Award



- Conducted research on the effects of institutional policies and practices:**
 - ❖ Collected and analyzed data related to gender on the NSF's 12 indicators
 - ❖ Conducted research on gender and current/recently resigned NDSU faculty
 - ❖ Planned, wrote, and submitted NSF ADVANCE proposals in 2005 and 2008
- Worked to improve the campus climate for women:**
 - ❖ Held teleconference for administrators on gender-related issues on campus
 - ❖ Participated in interviews for all upper administrative searches
 - ❖ Developed comprehensive faculty extended leave policy and family leave procedures
 - ❖ Held meetings between the President and FORWARD
 - ❖ Trained all search committee chairs
 - ❖ Adopted policy for automatic tenure clock extension
- Worked to improve institutional structure:**
 - ❖ Conducted childcare needs assessment
 - ❖ Created pilot lactation facility
 - ❖ Installed diaper changing stations in every building on campus
 - ❖ Created a project website
 - ❖ Improved implementation of partner hiring policy

Campus Engagement

Chronicle and Forum Articles



The Chronicle of Higher Education^{2,3} and The Forum⁴ feature stories on NDSU women faculty have shaped much conversation on campus:

- ❖ Women In Science, Math, Engineering, and Technology meeting
- ❖ President's Cabinet discussion
- ❖ Women's focus groups
- ❖ Provost's open campus forum
- ❖ University Senate discussion
- ❖ Women's Studies open forum

² Wilson, R. 2007. *At North Dakota State, Women are Few and Far Between*. The Chronicle of Higher Education, Volume 54, Issue 10, Page A6.

³ Wilson, R. 2006. *AAUP Report Blames Colleges for Gender Inequity Among Professors*. The Chronicle of Higher Education, The Faculty, Volume 53, Issue 11, Page A11.

⁴ Dalrymple, A. 2007. *NDSU discusses lack of female faculty*. The Forum, December 5, 2007.

PHASE II. NDSU ADVANCE FORWARD

Challenges

NDSU faces five specific challenges in its efforts to recruit, retain, and advance women faculty:

- ❖ Chilly climate
- ❖ Too few women in applicant pools
- ❖ Low retention of women faculty
- ❖ Few women full professors
- ❖ Too few women in academic leadership roles

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

Campus Climate

Campus Climate focuses on the institution and its leaders by implementing educational programs for deans and chairs/heads to enlist their leadership in the transformation of the campus climate:

- ❖ Commission on the Status of Women Faculty
- ❖ Full-time position in the OED for faculty recruitment
- ❖ Workshops for all academic administrators
- ❖ Gender equity awareness workshops for all faculty
- ❖ Mentor training and reverse mentoring
- ❖ FORWARD Allies – senior male faculty
- ❖ Climate and gender equity research grants
- ❖ Grants for departments to hire climate and conflict management consultants

Research

Research program focuses on studying program effectiveness and answers research questions on:

- ❖ Unstructured spaces becoming authorized and recognized
- ❖ Interventions into climate; allies and administrator training
- ❖ Role of critical mass in climate
- ❖ Programs to recruit, retain and advance women faculty
- ❖ Gender and productivity
- ❖ Mentoring, reverse mentoring

Advancement and Development

Advancement and Leadership focuses on developing and advancing women faculty by delivering a comprehensive mentoring program, research support, and leadership training opportunities designed to help women making the move between ranks: from assistant to associate, from associate to full:

- ❖ Mid-career mentoring
- ❖ Cohort mentoring
- ❖ Course release grants
- ❖ Leap research grants
- ❖ Leadership development grants
- ❖ Travel grants

PHASE III. NDSU Institutional Transformation

Expected Outcomes

- ❖ **Climate Change.** Find no significant difference in the perception of the climate between genders or between under-represented groups and the majority, while improving the overall climate.
- ❖ **Recruitment.** Standardize expectations to minimally mirror pipelines from doctoral programs before a search may move forward in order to assure that all faculty search pools include a representative number of women and women from under-represented groups.
- ❖ **Retention.** Retain women faculty through the tenure decision; increase numbers of associate women faculty.
- ❖ **Promotion.** Increase significantly the number of women full professors.
- ❖ **Leadership.** Promote or hire women faculty to academic leadership positions.