Welcome to NDSU

New Faculty Orientation

August 17, 2021

Office of the Provost
Faculty Affairs
Orientation Overview

Tuesday August 17, 8:00am – 5:00pm

- Benefits Session – optional, see recording
- Positive, Supportive, Equitable, and Inclusive Campus Culture
- Research and Grants
- Teaching at NDSU
- Things I wish I had Known Faculty Panel
- Academic Policies and Resources
- EO/Title IX Training
- Welcome to NDSU Networking/Mentoring Social
Orientation Overview, continued

Wednesday August 18, 8:30-5:00pm
- Sessions for new and returning faculty
  - Teaching and Advising at NDSU
  - Research and Grants at NDSU
- General sessions
- Concurrent sessions
Orientation Overview, continued

September 2
• 2:00 pm: President’s Reception for New Faculty

September 15
• 2:00pm: Mentoring event. Teaching

October 12 or 13
• 8:30am: Coffee w/Provost

October 22
• 2:00pm: Mentoring event. Research

November 4 (3:30pm) or November 5 (2:00pm)
• Promotion, Tenure, Evaluation Information Session
Positive, Supportive, Equitable, and Inclusive Campus Culture

Canan Bilen-Green
Vice Provost for Faculty and Equity, Professor

Angela Fowler
Academic Personnel Coordinator

Julie Nash
Excellence Programs Manager

Chris Ray
Head of School of Education

Deirdre Prischmann-Voldseth
Full Professor, Entomology Faculty Fellow, Provost’s Office

Kristine Paranica
Ombudsperson
Diversity and Inclusion at NDSU

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

This page includes various diversity, equity and inclusion resources available on campus, including: Councils, Committees and Departments, Student Organizations, Programs and Initiatives, Trainings, Events and Important Dates, Resources, Scholarships and Awards, Data and Reports, Support and Contact.

https://www.ndsu.edu/about/inclusion
Councils, Committees and Departments

- Commission on the Status of Women Faculty
- Disability Services
- Equity Office
- Faculty Senate Equity and Diversity Committee
- International Student and Study Abroad Office
- Multicultural Student Recruitment
- Office of Multicultural Programs
- President’s Council for Diversity, Inclusion and Respect
Events and Important Dates

- Culturally Significant Days
- Equity at the Intersections
- Including U Series
- Inclusion Fair
- Multicultural Religious Holidays
Programs and Initiatives

- ADVANCE FORWARD
- LGBTQ+ Resources
- Veteran Alliance

Aspire Alliance
Institutional Change Initiative
IClaimed Network to Enhance Faculty Diversity and Inclusion
2019

ADVANCE Partnership
Joining Forces - A Midwestern Partnership for STEM Faculty Success
Partnership Award
2019

LGBTQ+ Resources

ADVOCATE FORWARD
Engaging Male Colleagues as Advocates and Allies for the Advancement of Women Faculty
Partnerships for Learning and Adaptation Networks (PLAN) Award
2015 - 2020

ADVANCE FORWARD
Transforming a Gendered Institution
Institutional Transformation Award
2008 - 2016
Data and Reports

- Affirmative Action Plan
- Campus Climate Surveys
- Student Enrollment by Race/Gender/Disability
Scholarships and Awards

- Advancing Inclusion Award
- Cultural Diversity Tuition Waiver
- International Student Scholarships
- New Beginning Native American Scholarship
- Scholarships and Tuition Assistance through Multicultural Programs
- Tapestry of Inclusion Award

Student Organizations

- American Indian Science and Engineering Society (AISES)
- Black Collegiate Women
- Black Student Association (BSA)
- Hispanic Organization of Latin Americans (HOLA)
- Muslim Student Association (MSA)
- National Society of Black Engineers
- Native American Student Association (NASA)
- oSTEM at North Dakota State University
- Pride Alliance
- Society of Women Engineers
- Somali Student Association (SSA)
- Women in Business
Resources

- Employee Accommodation Requests
- Family Restrooms
- Gender-Neutral Restrooms
- Lactation Rooms
- Multicultural and LGBTQIA Student Counseling
- Ombud
- Student Accommodation Requests
- Trio Student Support Services
NDSU Land Acknowledgement

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Očeti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region.
Trainings

- Community of Respect (levels 1-2)
- Gender Equity Ally Training
- Microaggressions Community of Respect (level 3)
- Safe Zone Training
- Searching for Excellence Training
- Upstander Training (level 4)
- We Take a Stand Training for Students

Equal Opportunity/Title IX Training (part of new faculty orientation)
Equal Opportunity/Title IX Supervisor Supplement
Promotion, Tenure, Evaluation Training
What do we mean by “Climate”?

• “The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.” (Dr. Susan Rankin, Penn State Professor and lead consultant on UC campus climate study team, https://campusclimate.ucop.edu/what-is-campus-climate/)

• In places where negative personal behaviors are rewarded, encouraged, or tolerated by ignored, misapplied, or missing policy, the long term climate can become ‘chilly.’
A Positive Workplace Climate

Is inclusive.

The workplace is one where the human rights principles of **fairness**, **respect**, **equality**, **dignity** and **autonomy** are promoted and are part of the organization's everyday goals and behavior.
Table Activity

- Please discuss the following questions:
  - Introduce yourself to your neighbors
  - What were the barriers in your previous workplace to a positive climate?
  - What was helpful in promoting a positive climate?

- Please be prepared to report back to the whole group what you discussed related to barriers and what was helpful in promoting a positive climate.
Barriers

- XXX
Helpful Aspects

• xxx
The **mission** of the NDSU Ombud’s Office is to provide a safe environment where members of the NDSU Community may explore their concerns, consider the impact of all options, receive information and referrals, and design their best course of action in addressing their concerns. Visits are confidential.

**Services:**
* Consultation
* Mediation
* Education/workshops
* Coaching
* Facilitation
* Climate assessments

**Contact:** 701-231-5114; kristine.paranica@ndsu.edu

**Website:** www.ndsu.edu/ombud
Healthy Approach to Conflict

Prevent Conflict:
- Address concerns early
- Communicate in person
- Acknowledge misunderstanding
- Avoid making assumptions
- Assume the better intentions of others vs. the worst
- If you don’t know, ask
- Pick your battles
- Try not to take things personally

Manage Conflict:
- Consider your role in creating the conflict – apologize?
- Consider the bigger picture
- Recognize their concerns
- State your concerns without judgement or embellishment
- Speak kindly and directly
- Communicate in person often
- Be clear about your own intentions
Mentoring Activities for New Faculty

• **Roundtable discussions with senior faculty**
  - Sept. 15th at 2 pm, MU Meadow Lark – teaching focus
  - Oct. 22nd at 2 pm, Mu Badlands – research focus
  - Spring 2022 (TBD)
  - WE WANT TO TAILOR THESE EVENTS FOR YOU, please visit this Google Doc page (in the next week or so) and add your questions to the list
    - [https://drive.google.com/file/d/1iWy3VLD24t2tGNiFLL9AeT3QCxWlQY19/view?usp=sharing](https://drive.google.com/file/d/1iWy3VLD24t2tGNiFLL9AeT3QCxWlQY19/view?usp=sharing)

• **Welcome to NDSU networking/mentoring social**
  - TODAY, 3:30-5:00 pm
  - At field east of AGHILL
  - Senior faculty will be identifiable
  - Ask the senior faculty questions!
Why are mentors important?

TIME
- Energy
- Thought
- Prep work
- Meeting
- Listening
- Communicating

INFO
- Onboarding
- How-to
- Programs
- Procedures
- 5 W’s

COMMUNITY
- Value
- Respect
- Validation
- Belonging
- Being heard
- Engagement
- Confidentiality

SELF
- Authenticity
- Role model
- Inspiration
- Friendship
- Support
- Life coach
- Accountability
- Understanding

OPINION
- Advice
- Suggestions
- Perspective
- Evaluations
- Interpretations

PRIVILEGE
- Insider info
- Invitations
- Sponsorship
- Recommendations
- Connections
- Networks
- Collaborations
- Opportunities
- Resources
- Favor
- Power
My Mentoring Network
(adapted from materials at WEBS 2011/ www.facultydiversity.org)

ME and MY Priorities

- Professional Development (Outside of Scientific Sphere)
- Emotional Support
- Safe Space
- Other

Role Models
- Accountability for what MATTERS!! (subtopics may apply)
- Substantive Feedback

Department Colleagues
- Readers (see Intellectual Community)

Professional Editor(s)

Internal
- External

Friends
- Family

ADVANCE Grant Office

1. Sr. (Dept.) Faculty
- Sponsorship/Promoters

Access to Opportunities

Intellectual Community (ex: Paper or Grant Readers)

0-25% Complete
- 25-50% Complete
- 50-75% Complete
- 75-100% Complete

https://advance.cc.lehigh.edu/mentoring-network-map
Support Network Map

https://eswnonline.org/mentor-mapping/

- Senior Faculty Supervisor Project Manager Lab Director
- Sponsorship
- Substantive feedback
- Professional development
- Emotional support
- Intellectual community
- YOU
- Access to opportunities
- Accountability for what REALLY matters
- Role models
- Peers Institutional Resource Centers Mentors
- Partner Friends Collaborators Career Coach
- Safe space
- Advisors Near-Peers Mentors
- Organizations Individuals
- Friends Family Religious Community
- Collaborators Lab mates Colleagues
- Scientists Colleagues Ted Talks
- Best Friend Counselor Clergy Ombudsman

© 2011, National Center for Faculty Development & Diversity
www.FacultyDiversity.org
Suggestions for a Positive Transition to NDSU

• Get to know people in your department - don’t be afraid to ask your departmental colleagues to coffee or lunch (be proactive)
• Seek out opportunities to meet and forge friendships with faculty/staff outside your department
• Stay connected with the new people you’ve met (even when you get busy) – build that mentoring network!
• Keep a list of questions and ask those questions (like we always tell our students, there are no dumb ones).
• Avoid thinking you’re the only one or that you’re alone – there are lots of resources and people willing to help. We want you to succeed!
Orientation, Continued

10:00 – 10:50 a.m.  Research and Grants
11:00 – 11:50 a.m.  Teaching and Technology
12:00 – 1:00 p.m.  Faculty Luncheon Panel
(AGHILL 334)
1:10 – 1:50 p.m.  Academic Policies and Resources
2:00 – 3:30 p.m.  Mandatory EO/Title IX Training
3:30 – 5:00 p.m.  Networking/Mentoring Social
(Churchill Field, the green space just East of AGHILL)
Faculty Luncheon Panel

Things I Wish I Had Known My First Year:

- Samiran Banerjee (AFSNR)
- Ethan Boldt (AHSS)
- Torin Greenwood (Science & Math)
- Huichi Huang (Business)
- Lisa Richter (Health Professions)
- Jodi Tangen (HSE)
- Jessica Vold (Engineering)
- David Westerman (AHSS) will facilitate the panel discussion.
Orientation, Continued

2:00 – 3:30 p.m.  Mandatory EO/Title IX Training

3:30 – 5:00 p.m.  Networking/Mentoring Social
(Churchill Field, the green space just East of AGHILL)
Contact Information

Canan Bilen-Green, Vice Provost
Faculty Affairs & Equity, Title IX/ADA Coordinator
Professor, Industrial and Manufacturing Engr.

- Email: canan.bilen.green@ndsu.edu
- Website: 
  - http://www.ndsu.edu/provost
  - https://www.ndsu.edu/equity/