FORWARD Report/
Discussion # 1: Climate

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Outline

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