NDSU Advance FORWARD

Advancing Faculty to Move NDSU Forward
Outline

- FORWARD’s Vision
- NSF ADVANCE Institutional Transformation Program
- Status of Women Faculty at NDSU
- NDSU’s Challenges
- Framework for Institutional Transformation
- Major Project Components
NDSU FORWARD: Vision

- **FORWARD**— **Focus On Resources for Women’s Advancement, Recruitment/Retention, and Development**

- **Vision**—FORWARD 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.
NSF ADVANCE
Institutional Transformation Program

- Funding for comprehensive and sustainable institutional transformation to increase participation of women faculty

- 41 ADVANCE Institutions
  - 9 in 2001; 10 in 2003; 13 in 2006
  - 9 more funded in 2008, including NDSU
The NDSU Advance FORWARD project, funded by NSF beginning in fall 2008, was developed in response to:
- research on the campus climate conducted at NDSU over the past several years,
- the compilation and analysis of institutional data on the recruitment and retention of women faculty, and
- the obvious scarcity of women in academic administrative roles.
Status of Women Faculty at NDSU

- Over 15 years, NDSU had little change in percentages of tenured women. The 2006 AAUP \(^1\) 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%.

- 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.

\(^1\) West, M., & J.W. Curtis. 2006. AAUP Faculty Gender Equity Indicators 2006. American Association of University Professors.
Percentage of NDSU Women at Rank

% Assistant  %Associate  %Full

Numbers above bars indicate number of women faculty

92-93: 41% Assistant, 18% Associate, 7% Full
02-03: 71% Assistant, 14% Associate, 7% Full
03-04: 74% Assistant, 15% Associate, 9% Full
04-05: 80% Assistant, 21% Associate, 9% Full
05-06: 85% Assistant, 23% Associate, 11% Full
06-07: 79% Assistant, 28% Associate, 10% Full
07-08: 72% Assistant, 30% Associate, 9% Full
Status of Women Faculty at NDSU

- Of eight academic deans only one is a woman – Dean of the College of Human Development and Education.
- There are only four women department chairs/heads.
- The FORWARD 2007 online survey of current faculty reveals that women feel they have less opportunity to advance than men \((p\text{-value} = 0.001)\).
- In addition, women faculty are significantly more stressed in balancing their work and family life than men \((p\text{-value} = 0.024)\) and rate the climate significantly lower than men \((p\text{-value} = 0.028)\).
NDSU’s Challenges

- Chilly climate
- Applicant pools
- Retention
- Too few women full professors
- Too few women academic administrators
Framework for Institutional Transformation

- Undertake theory-based research on organizational change
- Develop data driven decision-making processes
- Build upon existing research findings and past ADVANCE institution results
- Employ continuous monitoring and assessment
- Develop comprehensive management plan
- Demonstrate commitment from administration
Project Goals

- Improve the climate across the campus
- Enhance recruitment
- Increase retention
- Promote/advance women associate professors and hire women at advanced rank to build a critical mass of senior women
- Open faculty leadership opportunities
Commission on the Status of Women Faculty

- Commission’s membership will consist of 10-12.
- Faculty across the university will be appointed to serve for three years.
- The Commission will be chaired by the Provost.

The role of the commission include:

- Respond to campus issues relevant to opportunity for women faculty.
- Proactively examine the university’s policies impacting advancement of women faculty.
- Monitor and benchmark the University’s progress towards equal participation of women faculty throughout the University.

Timeline: Early December
Campus Climate

- Faculty recruitment assistant
- Allies /Advocates program
- Gender equity awareness training for
  - Academic administrators
  - Faculty
- Grant programs
  - Climate/gender equity research
  - Department climate initiative
A full-time position in the Office for Equity, Diversity and Global Outreach has been created to provide training for search committees, assist search committees in targeted recruiting efforts, and work with search committee members to help them identify and use effective search and hiring practices.

**Interviewing applicants:** December
Campus Climate: Gender and Equity Workshops

- Gender equity awareness workshops for all faculty
  **Timeline:** Spring 2009

- Academic administrator workshops
  **Timeline:** Summer 2009

- Reverse mentoring
Campus Climate: 
Allies/Advocates Program

• **FORWARD Advocates** is a group of tenured male faculty interested in supporting women faculty members in departments, colleges, and the university. Advocates are expected to be active proponents of gender diversity and equality.

• **FORWARD Allies** is a group of male faculty members willing to identify themselves as allies of female faculty members.

**Timeline:**
- Information meeting December 11, 3:30 p.m., Peace Garden Room
- Advocate applications due December 15
Campus Climate: Grant Programs

- Climate and gender equity research grants
  - To engage the university in research on gender, develop interdisciplinary research teams, and demonstrate the value of research on gender and the academy.
  - Open to all faculty
  - Budget cap: $10,000

**Timeline**: Applications due January 5, 2009
Campus Climate: Grant Programs

- Grants for departments to hire climate and conflict management consultants
  **Timeline:** Summer 2009

- Climate and Equity award through the Commission
  **Timeline:** Spring 2009
Advancement/Leadership

- Mid-career mentoring
- Cohort mentoring program and mentor training
- Professional development grant programs
  - Course Release Grants
  - Leap Grants
  - Leadership Development Grants
  - Travel Grants
Advancement/Leadership: Mentoring Programs

- Mid-career mentoring
  - Funds to create peer, mid-career mentoring teams, which may be interdisciplinary, that will meet informally once a month.
  - Includes twice-yearly formal meetings with academic administrators.

**Timeline:** Spring 2009
Advancement/Leadership: Mentoring Programs

- Cohort new faculty mentoring program and mentor training
  - Funds for mentoring networks composed of 4-5 new faculty and 2 senior women.
  - Monthly training opportunities.
  - Two annual workshops with outside experts.
  - Networking opportunities with women community leaders.

**Timeline:** Spring 2009
Advancement/Leadership: Professional Development Grants

- Course Release Grants
- Leap Research Grants
- Leadership Development Grants
- Travel Grants

**Timeline:** Calls for applications are out and continuing, [http://www.ndsu.edu/forward](http://www.ndsu.edu/forward)
Research

- Unstructured spaces
- Interventions into climate
- Programs to recruit, retain and advance women faculty
- Role of critical mass in climate
- Gender and productivity
- Mentoring, reverse mentoring
- Women in leadership

Timeline: Continuing, Faculty Work life Survey in December
Major Project Components

Implementation Group
Academic Deans, Department Chairs/Heads

R. Craig Schnell
Provost/PI, Chair
Commission on the Status of Women Faculty

NDSU Advance FORWARD
Executive Directors, Project Coordinator, FORWARD Scholars, Project Staff

Executive Steering Committee
FORWARD Team

Internal Advisory Board

External Advisory Board

Campus Climate
- Faculty recruiter
- Allies/advocates program
- Gender/equity awareness education/training for
  - Academic administrators
  - Faculty
- Grant programs
  - Climate/gender equity research
  - Department climate initiative

Advancement/Leadership
- Mid-career mentoring program
- Cohort mentoring program
- Professional development grant programs
  - Course release
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  - Leadership development
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Research
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Dissemination Activities
FORWARD Team

Key:
- NDSU Administration
- External to NDSU
- FORWARD Administration

External Evaluator
NDSU recognized issues regarding women faculty
- Started initiatives
- Chronicle article engaged the whole campus

Phase I

NDSU ADVANCE FORWARD

2008 - 2013

Phase II

Research

Advancement & Leadership

Campus Climate

NDSU Institutional Transformation

2014 - Beyond

Phase III

NDSU will sustain initiatives beyond grant period
Questions, ideas, want to get involved?

Principal Investigator: R. Craig Schnell—Provost and Vice President of Academic Affairs
Project Co-directors: Canan Bilen-Green—Industrial and Manufacturing Engineering, Co-PI
   Ann Burnett—Women’s Studies, Co-PI
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Karen Froelich—Management, Marketing, and Finance, Senior Investigator
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Rhonda Magel—Statistics, Co-PI
Kevin McCaul—Science & Math, Senior Investigator
Eveadean Myers—Vice President of Equity, Diversity, and Global Outreach
Christine McGeorge—Child Development & Family Science, Senior Investigator
Bonnie Neas—Information Technology, Senior Investigator
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