

**NDSU ADVANCE Institutional Transformation Award, HRD-0811239
Quarterly Progress Report – September 1 – November 30, 2011**

Significant accomplishments: Since the fourth quarterly report for Year 3 submitted August 31, 2011, the following items have been initiated and/or completed as part of the Advance FORWARD project:

- Women Faculty with Disabilities
 - Conducted a survey of all NDSU faculty, including those in administrative positions, regarding knowledge and perceptions of NDSU's policies, procedures, and climate regarding faculty with disability (the Women Faculty with Disabilities Task Force working with the internal evaluator); 140 individuals took the survey. The Task Force is preparing a report to share with the campus community and is also using the data to structure an open forum session.
 - Reviewed a number of university policies with the intention of suggesting revisions that will more closely align with an advocacy/equity approach to faculty with disabilities (Policy 168 – guidelines for employees with disability and Policy 352 - tenure clock extension for disabilities and confidentiality of information).
 - Continued, as Task Force members, to participate across a number of campus venues as a way to promote awareness and positive change around universal design, access, pedagogy, and campus climate.
- Climate Training
 - Finalized the climate training for the College of Arts, Humanities and Social Sciences (AHSS); Birmingham and McGeorge will deliver the workshop on Dec. 1, 2011. Evaluation data and feedback from team members attending the AHSS training will shape future climate workshops.
 - Gathered data for the climate training for three additional colleges: Science and Math, Engineering and Architecture, and Agriculture, Natural Resources and Food Systems, and will schedule those events for spring 2012.
- Advocates
 - Completed two Ally trainings; a total of 19 Allies attended these trainings. One of the trainings was specifically for the College of Engineering and Architecture.
 - Sponsored two Ally follow-up trainings; a total of 20 allies attended the trainings.
 - Conducted three new Advocate trainings for the 6 new Advocates.
 - Creating sub-committees to better organize their efforts; the sub-committees include Ally Training, Advocate Development, Ally Follow-Up, Resource Development, and Awards.
- Cohort Mentoring Program

Reassembled some of the 2010-11 cohorts to address requests by some for mixed gender groups, as well as a few personality conflicts within some groups and disinterest on the part of some participants. Several mentor cohorts from 2010-11 are continuing in 2011-12 with their original membership while some of the 2010-11 cohorts have self-dissolved. Faculty recruited in Fall 2011 continue to be assigned into gender-specific cohorts.
- Search Committee Training

Sponsored two 2-hour training sessions for search committee members, October 12 and 13. The sessions were expanded to 2-hours based on feedback from the 1½ hour training sessions piloted last spring. A total of 63 individuals attended the two fall training sessions; feedback was very positive, and two more sessions are scheduled for February 2012.

- Commission on the Status of Women Faculty
 - Sponsored the kick-off event for the fourth year of the Advance FORWARD project on Thursday, September 1, at President Bresciani's house. The event included the presentation of this year's Advance FORWARD Award (formerly the Gender Equity Award) to the Department of Veterinary and Microbiological Sciences.
 - Continued to devote major time to policy change, notably Policy 320 on Childbearing Leave and Modified Duties (currently in process) and a third attempt to get Policy 103 changes approved; the Policy 103 change would require announcement of all administrative position openings at NDSU including part-time and interim openings.
 - Drafted suggested metrics to be included in template for Provost's required annual reports from Deans and Chairs/Heads, to add visibility and accountability to progress regarding five FORWARD goals.
 - Worked with Faculty Senate subcommittee on developing PTE committee training to focus attention on appropriate evaluation criteria and process to reduce implicit bias and other obstacles to women's progress; such training would, however, benefit all faculty.
- Leadership
 - Sponsored a leadership panel of previous awardees on November 1 to promote the leadership development grants program; the panel members shared information about their experiences.
 - Continued the leadership listserv established after last May's leadership workshop.
 - Contacted ACE to host a Regional Women's Leadership Forum at NDSU in Fall 2012.
 - Began planning for campus leadership workshops in spring and fall 2012.
- Mid-Career Mentoring
 - Promoted the Mid-Career Mentoring program at the grant information session on October 5.
 - Began planning for a panel session featuring awardees to demonstrate to a broader audience the benefits of the program in order to encourage applications and better response to this project initiative.
- Promotion to Professor
 - Sponsored two panels on promotion to professor: 1) on September 20 the panel was composed of Distinguished Professors who focused on the theme of why one should aspire to be a professor and what lies beyond promotion and 2) on October 25 the panel was composed of department heads who addressed how to know when one is ready for promotion. The Promotion to Professor Task Force continued to meet monthly to plan events.
 - Continued work on developing a workshop for faculty serving on PTE committees (leadership provided by Ineke Justitz, associate professor of history). Planning during September and October 2011 included informational and Q&A meetings with former college PTE chairs, Provost Rafert, former Provost Schnell, the Promotion to Professor Task Force, the Advisory Workshop Committee (constituted in September 2011), and participation in the Provost's Faculty Open Forum. Provost Rafert has offered strong support. A number of resources to be used during the workshop have been or are being developed.
- Networking

Sponsored a speed networking event on September 12 for the NDSU Women in Research group. Approximately 50 women faculty from all disciplines participated in this networking event facilitated by Burnett and Gravley-Stack. Participants were arranged in dyads for 3-minute rounds during which they discussed either their areas of research interest, courses that they teach, or service that they provide to the University. The event included some break time so participants could re-

connect with one another if more time was needed for networking. Evaluations for the event were positive with recommendations for more time during each networking round and more speed networking events hosted at the University including events that would be open to all new faculty, both male and female.

- Internal Advisory Board

Continued to meet with a focus on more clearly defining its mission. Members have discussed ways to educate the campus on the purpose and benefits of the Advance FORWARD project and have begun developing an institutional message to explain these benefits. The group also discussed other groups and offices that can be recruited as partners in addressing issues of campus climate.

- Child Care Center Report

Completed study of campus child care options and made long and short term recommendations to President Bresciani who accepted them all (ad hoc committee appointed by President Bresciani). The child care center will remain open. The ad hoc committee was appointed after last spring's announcement that the Center for Child Development would be closed. The ad hoc group was chaired by Dean McCaul and included three other FORWARD team members among the seven members.

- Research and Dissemination

- Submitted two papers to refereed journals (Magel). One paper, "Does Work Environment Affect Faculty Health Scores?" was submitted to *Research in Higher Education*. The second paper, "A Study of the Relationship between Gender, Salary, and Student Ratings of Instruction at a Research University" was submitted to the *Journal of Higher Education*.
- Revised and re-submitted the faculty attrition paper titled "Examining the Complexities of Faculty Attrition: An Analysis of STEM and Non-STEM Faculty who Remain and Faculty who Leave the Institution" to *The Journal of Women and Minorities in Science and Engineering* in September (Burnett, Bilén-Green, McGeorge, and Anicha). Received notice from the editor-in-chief on November 21 that the paper has been accepted.
- Decided that all data collection on the Advocates program will be led by McGeorge with advice from Dana Britton, external adviser.
- Schnell, Bilén-Green, Burnett, Reed and Schwert attended the ADVANCE PI Meeting (November 14-15):
 - Poster "Advancing Women Faculty at North Dakota State University"
 - Bilén-Green was invited to participate in a panel discussion titled "Selling ADVANCE to Male Colleagues" (other panelists; Anthony DePass, Assistant Vice President for Research and Development at Long Island University; Douglas Haynes, Director of the University of California, Irvine ADVANCE Program and Associate Professor of History.)

- Grant Programs

Conducted grants information session on October 5. The session included information on all Advance FORWARD grant programs. Calls for applications for grant programs, information on the review process, and relevant forms are posted on the Advance FORWARD website.

- Course Release Grants: Received 8 applications (for fall 2011 and spring 2012 semesters) by the announced deadline of November 4: one from the College of Engineering and Architecture; one from the College of Human Development and Education; four from the College of Science and Math; and one from the College of Agriculture, Natural Resources and Food Systems, requesting a total of \$82,000. An internal committee is reviewing the applications, and recipients will be announced in early December.

- Other Advance FORWARD events in the first quarter of this year:
 - Hosted the third External Advisory Board (EAB) visit on September 15 and 16. EAB members Susan Carlson, Christine Hult, Peggy Johnson, Laura Kramer and Jennifer Sheridan, attended. Activities included a presentation by Advance FORWARD members to the Board and University President Bresciani and Provost Rafert; a meeting with the new Dean of Arts, Humanities, and Social Science (Kramer); a meeting with engineering chairs (Johnson); discussion with the evaluation team (Kramer and Sheridan); a climate workshop for heads/chairs (Kramer); meeting with external evaluator and FORWARD leadership; a meeting with Advance FORWARD Internal Advisory Board including President Bresciani and Provost Rafert on campus engagement; a meeting with Women Faculty with Disabilities Taskforce; and a leadership panel presentation (Carlson, Hult, Johnson, Kramer).
 - Hosted the NSF third-year site visit on October 18 and 19. Seven visitors—Margaret Bailey, Bonnie Bowen, Catherine Duckett, Gail Gasparich, Rachelle Heller, Kelly Mack, and Anne MacLachan—participated. The two-day visit began with a presentation by Advance FORWARD members to the site visitors (both President Bresciani and Provost Rafert attended the presentation as well). During the remainder of the two-day stay, the site visitors also met with the PIs, the University President and Provost, Advance FORWARD leadership, mentoring program participants, male and female STEM faculty, FORWARD grant awardees, a number of the institutional partners, deans and chairs, Advocates and Allies, and the Internal Advisory Board.
 - Hosted Dr. Cynthia Lindquist, president of Cankdeska Cikana Community College in Fort Totten, ND, for three FORWARD events on November 22:
 - a morning meeting with the FORWARD Committee to discuss ways that NDSU FORWARD can engage with faculty at ND Tribal Colleges;
 - a Pedagogical Luncheon (110 NDSU faculty pre-registered) during which Dr. Lindquist spoke on teaching and learning and ways that NDSU and the Tribal Colleges can ease the matriculation of Native American students into B.S. and graduate-level programs;
 - a session with NDSU administrators, where Dr. Lindquist discussed issues of concern or in common between NDSU and Tribal Colleges.

Areas of difficulty/resistance:

- Achieving policy change in a timely manner, especially in a highly centralized system where policy is applicable to groups beyond the intended target (in the case of the Advance FORWARD, the intended group is faculty). Evolution of policy over time has created numerous twists, inconsistencies and hard to find details. In addition, the institution's policy change process is in flux which is actually a good thing, enabling potential to affect policy change more likely.
- Maintaining original vision for the cohort mentoring program. The intention was to have the cohorts to remain single gender through the first three years of the mentees' residence on campus (through the faculty member's 3rd-year review) but that intention has encountered a variety of obstacles and is being reconsidered.
- Helping faculty know how to organize and utilize the Mid-Career Mentoring program as a resource for their professional development.
- Addressing *perceived* gender imbalance on the promotion to professor panels. The Promotion to Professor Task Force has received feedback about this perceived imbalance even though overall 13 panelists have been men and 11 panelists have been women. The most recent panel, however, was all men since so few department chairs are women.

Best idea yet:

Speed networking event was an excellent idea that addressed both climate issues (i.e., isolation) and led to important partnerships (i.e., retention or promotion). As part of the internal evaluation participants were asked if they had formed a relationship that could lead to a professional collaboration and 82.1% agreed that they had.

Project evaluation:

The following evaluation activities occurred during the period covered by this quarterly report:

- Hosted a campus visit by Dr. Dana Britton, the external evaluator, in September; she gathered data for her own external evaluation report and also helped with data collection for the project's evaluation and research projects. Britton conducted interviews with Advocates and focus groups with Allies in September. Interviewed 15 of the FORWARD Advocates, and conducted two focus groups with FORWARD Allies and two focus groups with women faculty. The interviews and focus groups are currently being transcribed.
- Designed an on-line assessment to evaluate the impact of the Mid-Career Mentoring grant program on the retention and promotion of associate professors who participated. Completed data collection in June of 2011, and a report summarizing the results is being prepared. The survey data will provide information about how to improve this program as well as insight into the impact this program is having on the overall goals established by FORWARD (retention, leadership, climate, and advancement). Some of the key findings that are in this report are:
 - 66.6% of the faculty completing the survey reported that participation in the FORWARD mid-career mentoring program had a positive impact on their decision to remain at NDSU.
 - 77.8% of the faculty completing the survey reported that participation in the FORWARD mid-career mentoring program had increased their understanding of the process and criteria for promotion to full professor.
 - 66.6% of the faculty completing the survey reported that through their participation in the FORWARD mid-career mentoring program they acquired new skills and/or information about determining when they are ready to apply for promotion to full professor at NDSU.
 - 66.7% of the faculty reported that participating in this program has helped them develop leadership skills that will assist them in their career advancement.
- Prepared initial drafts of two reports based on qualitative data obtained from Britton's interviews of 9 NDSU full women professors. The reports detail these professors' perceptions of the climate at NDSU and supports/barriers to achieving leadership positions.
- Continued to evaluate each of the FORWARD climate programs; the data have provided useful information on how to structure future programs as well as topics for future presentations.
- Prepared list of all tenure and tenure track faculty members who resigned from NDSU over the past 18 months and compiled contact information (process continuing) for them. Britton will conduct interviews with this group of faculty at the beginning of 2012.

Personnel Changes

Received the resignation of Julie Nash who has served as the Advance FORWARD project's coordinator for the past 2½ years. Nash accepted another position on campus effective 12/1/2011. To maintain continuity in the project efforts and activities, the two current graduate students (Mellem and Anicha) will assume key responsibilities of the project coordinator's position while a longer term strategy is developed and implemented.