

Charting Your Path Strategies for Success in Academe

-A Conference for STEM Women Associate Professors and Administrators-

Mentoring Mid-Level Faculty and Achieving Faculty Goals

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Professor and Dean, College of Arts and Sciences

May 14, 2012



North Carolina Agricultural and Technical State University

Explore. Discover. Become.



The University

North Carolina A&T State
University is a *doctoral,
research intensive university.*



North Carolina
Agricultural and Technical State University



College of Arts and Sciences

Degree Programs

Arts, Humanities & Communication

15 Bachelors Programs/ 2 Master's Programs

Natural Sciences & Mathematics

8 B.S. Programs / 5 Master's Programs / 1 Ph.D. Program

Social & Behavioral Sciences

6 Bachelors Programs / 2 Master's Programs





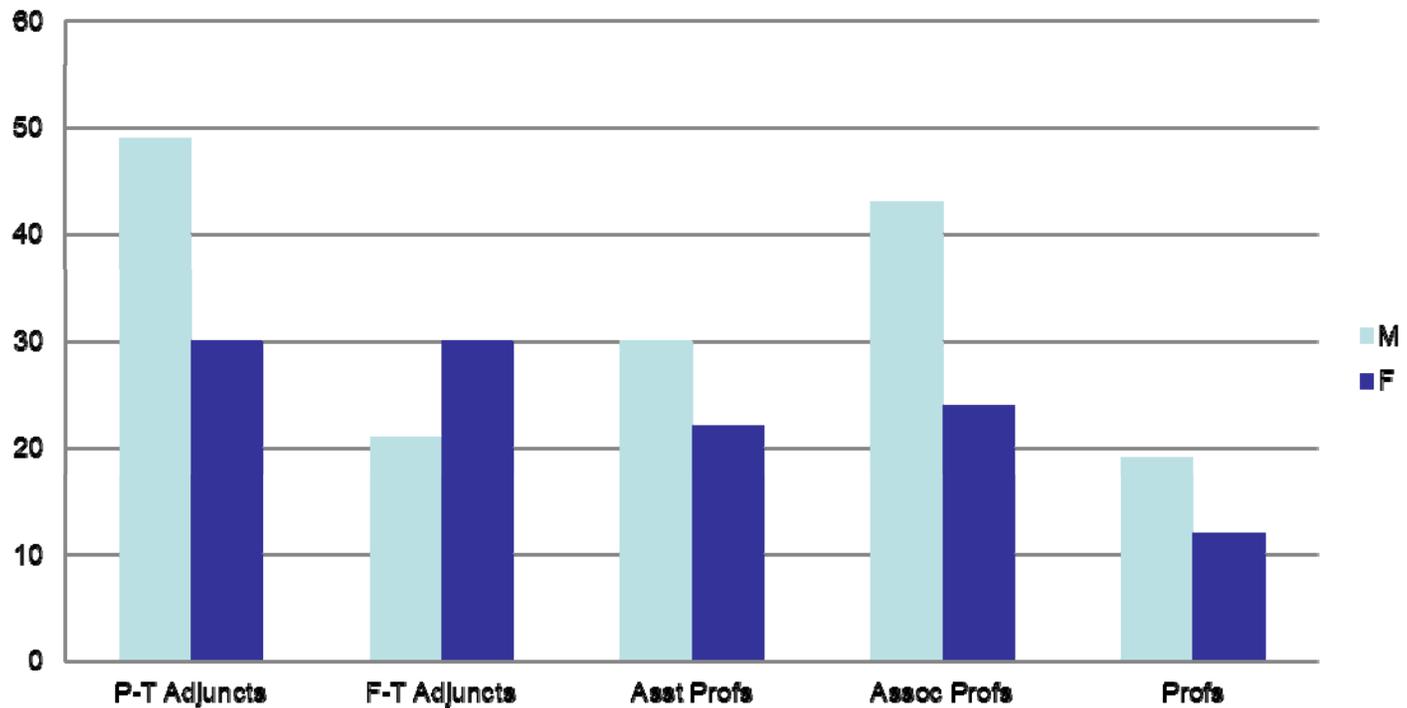
University Students and Alumni

	University	College of Arts and Sciences	Percent College of Arts and Sciences
Number of Students	10,795	3,174	29.4%
Number of Alumni	43,035	10,527	24.5%



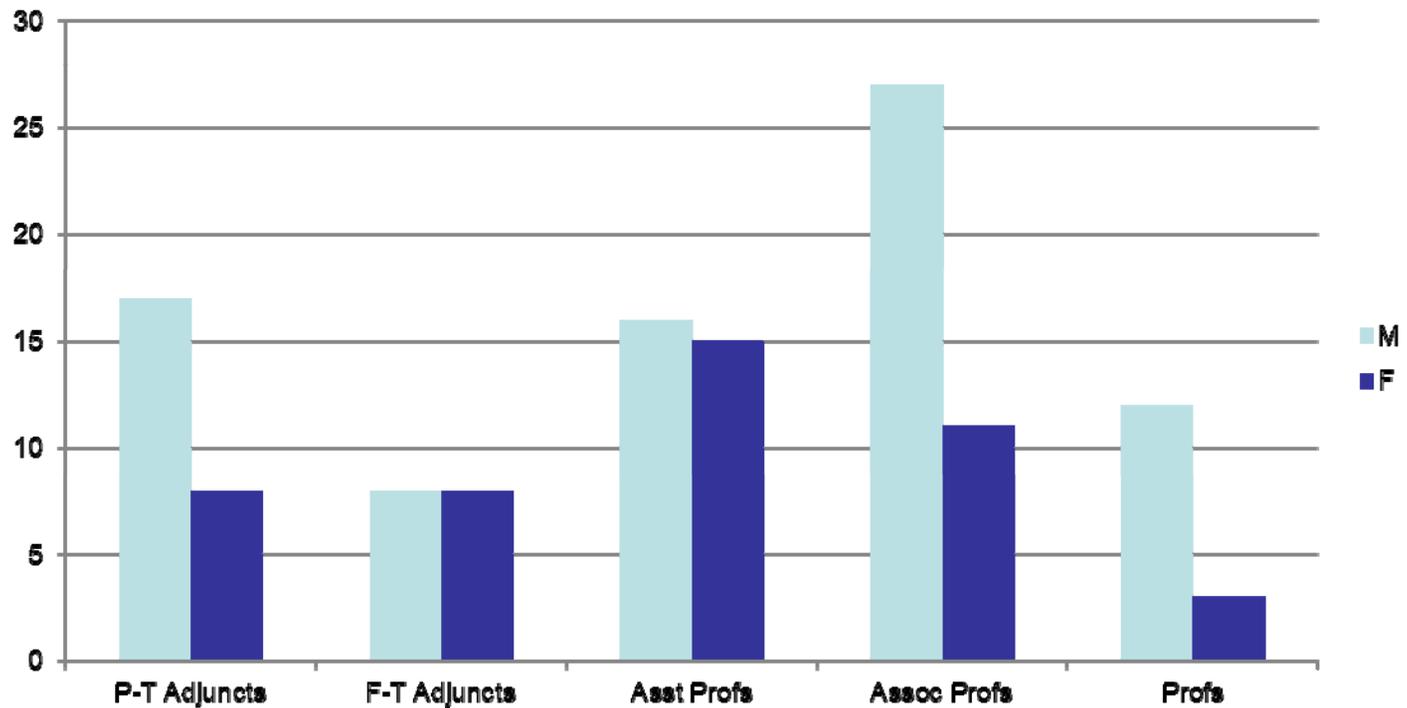


CAS Faculty Ranks and Gender





CAS STEM Faculty Ranks and Gender





Top Two Positions Among HBCUs in UNC System (2010 and 2012)

	Chancellor	Vice Chancellor	Females in Top 2
NCA&T	M	M	0/2
NCCU	M	M	0/2
FSU	M	M	0/2
WSSU	M	F	1/2
ECSU	M	M	0/2
Total Fem	0/5	1/5	1/10

	Chancellor	Vice Chancellor	Females in Top 2
NCA&T	M	M	0/2
NCCU	M	F	1/2
FSU	M	M	0/2
WSSU	M	F	1/2
ECSU	M	M	0/2
Total Fem.	0/5	2/5	2/10

*Academy of Women. Mentoring in HBCUs
Oxford Roundtable, March 2010
Hertford College, Oxford England*



North Carolina
Agricultural and Technical State University



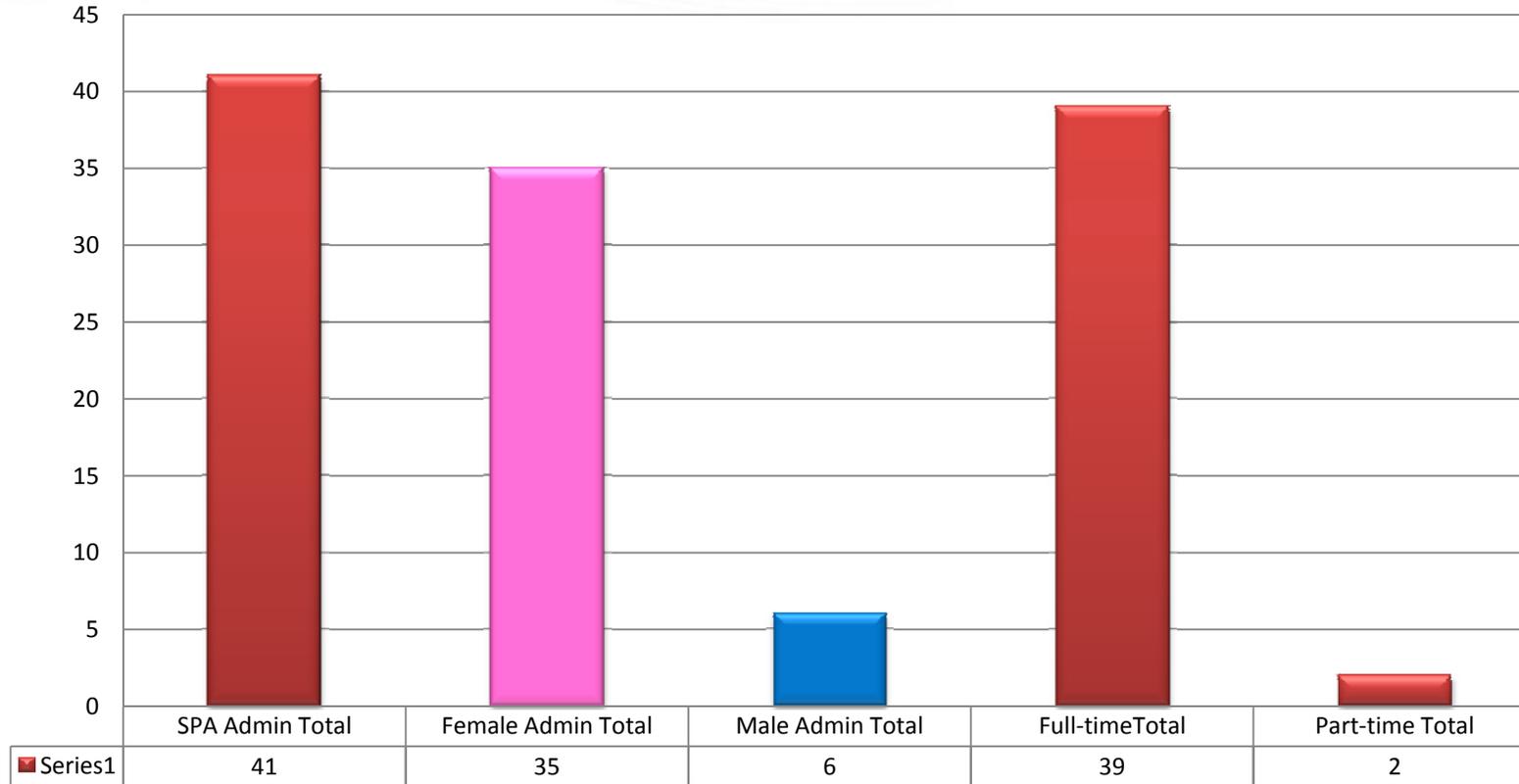
Administrators at NCA&T

Position	Percent Male	Percent Female
Trustees	62%	38%
Deans	56%	44%
Department Chairs	70%	30%
Administrators (Directors, Coordinators, Asst and Assoc VCs)	37%	63%





COLLEGE OF ARTS & SCIENCES SPA DEPARTMENTAL/ADMINISTRATIVE EMPLOYEES



NOTE: Male Admin Total includes College's Tech Support Analysts (Lupo & Walker) and departmental Research Technicians in Biology (Hitchcock), Chemistry (King & Wilson), and Physics (Lockhart).



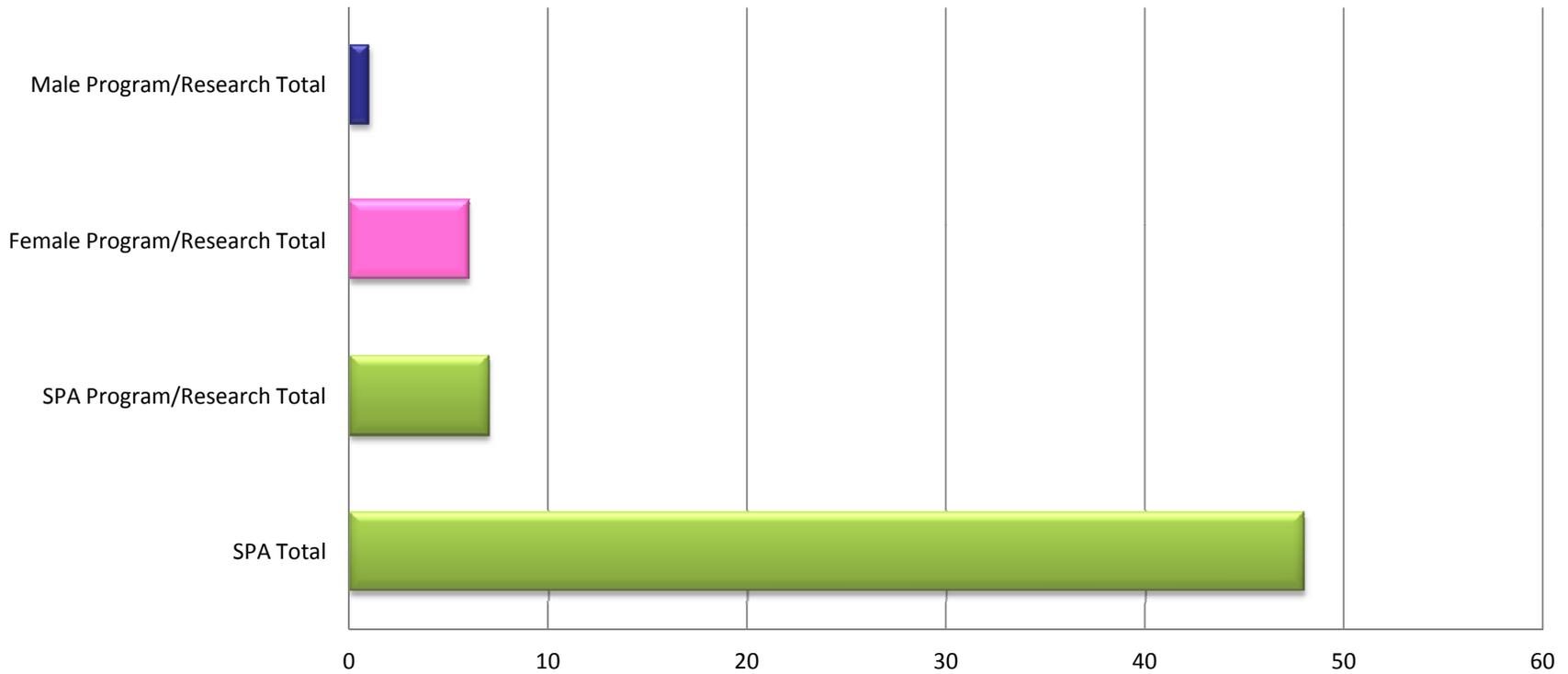


COLLEGE OF ARTS & SCIENCES SPA STATUS EMPLOYEES (Total)





COLLEGE OF ARTS & SCIENCES SPA PROGRAM/RESEARCH EMPLOYEES



	SPA Total	SPA Program/Research Total	Female Program/Research Total	Male Program/Research Total
Series1	48	7	6	1

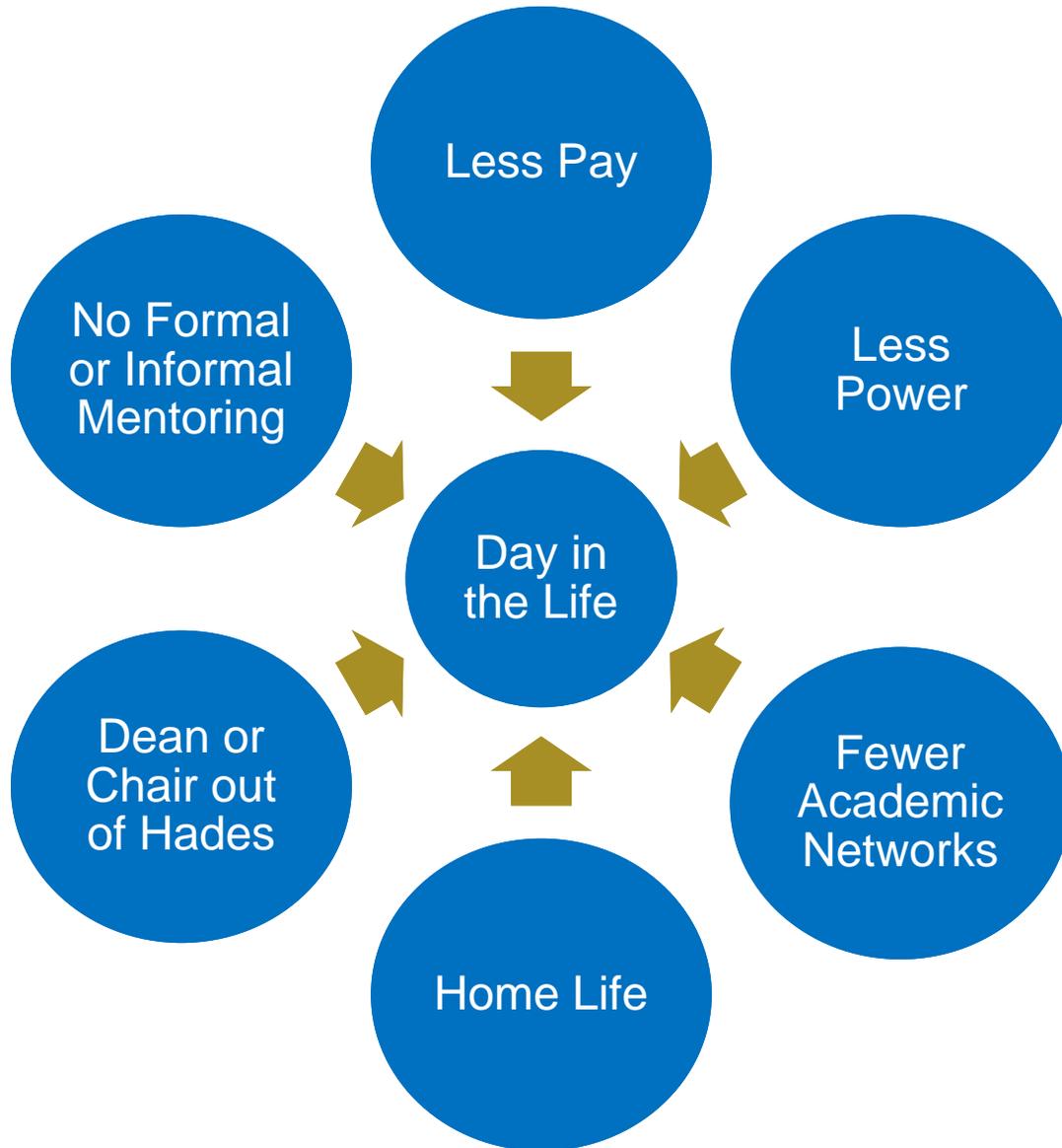




COACH RESULTS

BEST ASPECTS	WORST ASPECTS
Geographic Location	Lack of support for research
Individual sense of personal fit But not true for women and whites	Teaching load
Cost of living	Too much service/assignments
	Compensation
	Balancing teaching, grantsmanship, teaching and service



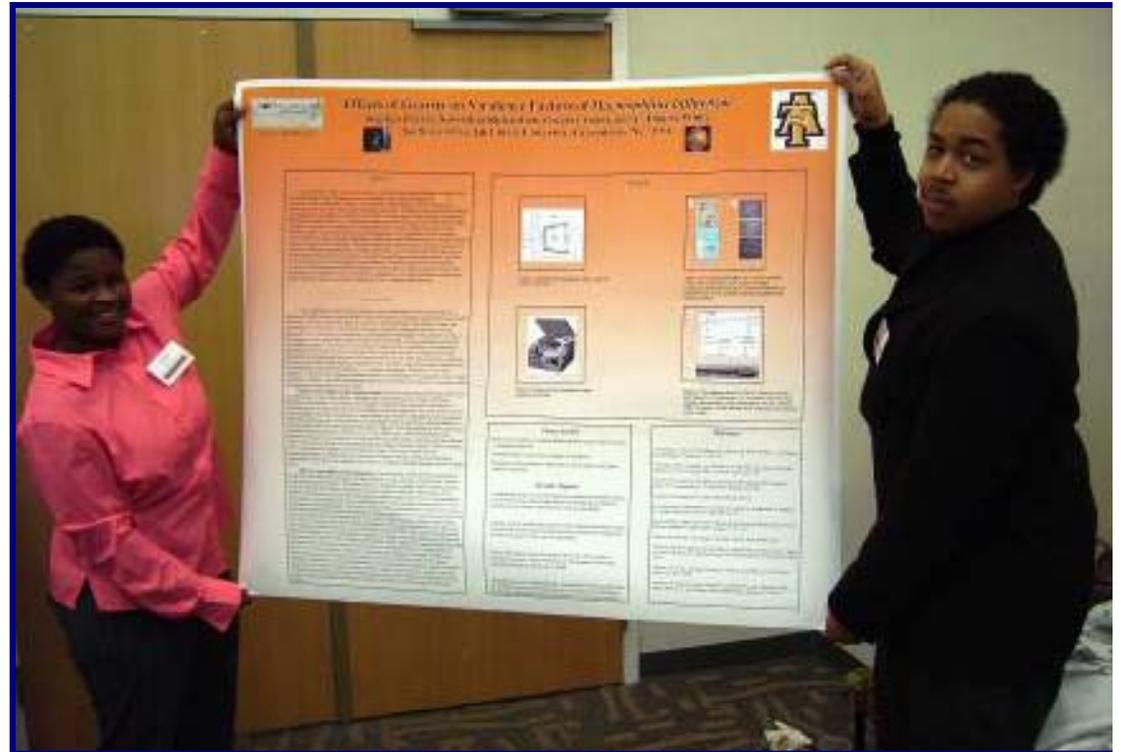




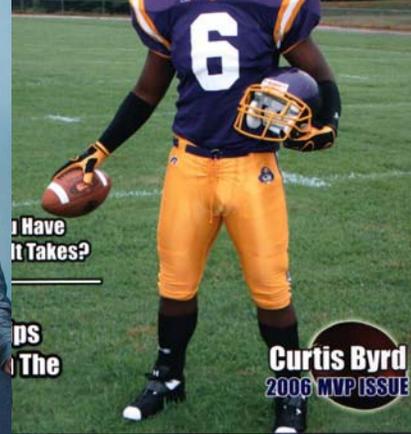
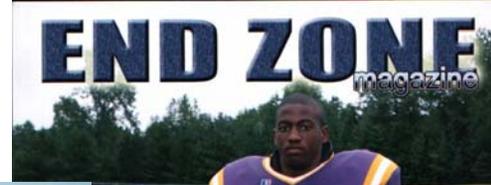
Path to Tenure and Promotion

- ✓ Teaching
- ✓ Research
- ✓ Service

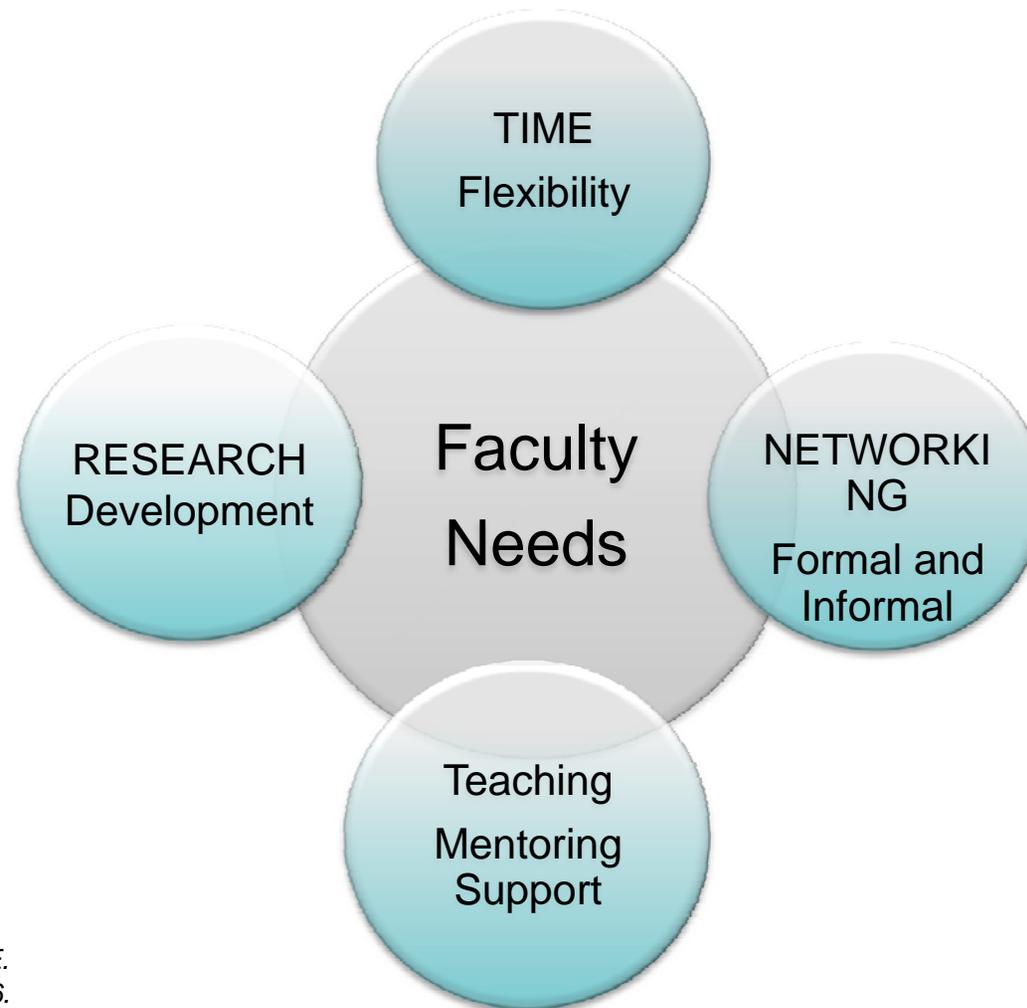
❖ Mentoring



MAINTAINING BALANCE



What Do Faculty Members Need?



*Bataille GM and Brown BE.
Faculty Career Paths. 2006.*



As Department Chairperson

- Become the faculty member I wanted to see
 - » Teaching Research and Service
 - » Protect time

- Become a an effective advocate for the faculty
 - » Facilitate success, Award and Reward and Facilitate

- Pay attention to salary equity, gender equity, load equity
 - » New faculty
 - » Leadership roles





Protect Time

-An Example-

- Two to three courses per semester 2/2
- Reduced advising to 15 students/semester
- Reduced committee load for first year to 2
- Short summer sabbatical
- Targeted recruitment





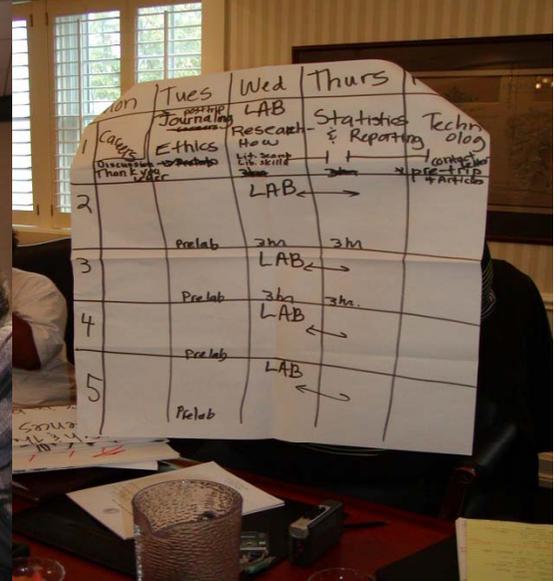
Facilitate Collaborative Proposal Development

- College of Arts and Sciences Innovation Fund
- Off-Site Proposal Development
- UNC-CH and A&T Collaborative
- RTI International Collaborative
- Merck-Center across Departments





Plan, Communicate, Share Ideas for Proposals





SUCCESSFUL MODELS

for Effectively Retaining and Graduating Students

A Thurgood Marshall College Fund, Inc. Publication



CHAPTER FOUR

A Multifaceted Pipeline to Success for Undergraduates Pursuing Bioscience Degrees

Dr. Gregory D. Goins, Assoc. Professor of Biology

Dr. Catherine D. White, Asst. Professor of Biology

Dr. Doretha B. Foushee, Assoc. Professor of Biology

Dr. Mary A. Smith, Chairperson, Dept. of Biology

Dr. Joseph J. Whittaker, Assoc. Professor of Biology

Dr. Goldie S. Byrd, Professor of Biology

North Carolina Agricultural and Technical State University

INTRODUCTION AND BACKGROUND

North Carolina Agricultural and Technical State University (NCATSU) was established in 1891 as a minority serving land-grant college in Greensboro, NC. The main campus is located in downtown Greensboro (population: 213,000). Greensboro is a major city in the Piedmont Triad area of North Carolina that serves as a trade and business center for the region. NCATSU is a co-educational institution that serves approximately 10,500 students. It employs more than 450 full-time faculty members, 90-percent of whom have terminal degrees. NCATSU is one of sixteen constituent institutions in the University of North Carolina (UNC) System. NCATSU is a public, high research activity institution committed to fulfilling its fundamental purposes through exemplary undergraduate and graduate instruction, scholarly and creative research, and effective public service. As articulated in its vision statement, “NCATSU is a learner-centered community that develops and preserves intellectual capital through interdisciplinary learning, discovery, engagement, and operational excellence.” The University has one of only two Schools of Agriculture in North Carolina, and its teaching and research

Black American Males in Higher Education: Research, Programs and Academe

Henry T. Frierson
James H. Wyche
Willie Pearson, Jr.
Editors



ROLE OF HISTORICALLY BLACK COLLEGES AND UNIVERSITIES IN RECRUITING AND RETAINING AFRICAN AMERICAN MALES

Goldie S. Byrd and Christopher L. Edwards

Historically Black colleges and universities (HBCUs) are essential components of the educational framework of the United States. They represent one of the most productive mechanisms by which Blacks move into the middle class and beyond. As most recently noted by the White House Initiative on HBCUs, "HBCUs are a source of accomplishment and great pride for the African American community as well as the entire nation." These institutions, many of which were created through churches during the nineteenth century, were established to meet the educational needs of local Black communities. Today, HBCUs educate almost 50% of African American college students in the United States and are vital in recruiting and retaining, through to graduation, African American males in institutions of higher learning.

Since their inception, HBCUs have served as the place where African Americans receive educational, social, civic, political, and cultural grounding. They were often launched from a trajectory of disadvantage and societal disenfranchisement to positions of autonomy and greater social and

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Build Capacity

Infrastructure grants or Special Allocations to:

- » Provide faculty development
- » Start-up funds for faculty
- » Core laboratories and specialized facilities
- » Seminar series, workshops, courses
- » Encourage Entrepreneurship
- » Support Graduate Assistants
- » Targeted Hiring





What Deans Can Do

- Make Faculty Development a Priority
 - » Strategic Plan
 - » Proposal that include Faculty Development
 - » Endowments and Special Funds
 - » Support special awards (e.g. Fulbright), opportunities for international travel,

- Create Opportunities for faculty to Develop
 - » Leadership development and assistance for chairs
 - » Formal mentoring programs
 - » Clarify policies for evaluation, promotion, tenure
 - » Target hiring at College level

- Showcase Development
 - » E-Newsletter to alumni
 - » Showcase and reward
 - » Nominations





Understanding

- COACHE Study (Collaborative on Academic Careers in Higher Education)
 - » 50-question survey to assess job satisfaction
- Junior Faculty Task Force Report and Recommendations (2006)
- HR Policies and Procedures
- FMLA revised 01-28-08
 - » 12 weeks of leave during any year for: childbirth, adoption, serious illness
 - » Intermittent work schedules, re-defined schedules or Reduced work schedules
- Self Study Focus Groups among Women Faculty (4 Institutions)





Indicators for Junior Faculty Task Force

- 1. Demographic
- 2. Assistance and support for professional advancement
- 3. Mentoring
- 4. Tenure and Promotion process
- 5. Annual review process
- 6. Service commitments
- 7. Teaching responsibilities
- 8. Research commitments
- 9. Workload balance and work-life balance
- 10. Responsiveness to needs





Women Mentoring at HBCU's

Four Campuses

- » Research (co-ed)
- » Comprehensive (co-ed)
- » Private (co-ed)
- » Private (all women)





Focus Group Questions

- How do you define mentoring?
 - » What does it mean to you?
- Describe the roles of a mentor.
 - » What are the roles of a mentor at an HBCU?
- Do you see a need for female faculty to be mentored on HBCU campuses? If yes, explain in detail.
- What has been your mentoring experience?
 - » Have you provided mentoring? Please describe your experiences.
- Describe the impact of mentoring to your job satisfaction





Reward Mentoring

- Self Evaluation
- Course Load
- Recommendation for Advisement Awards
- Course Assistance (TA)
- Scholarship in Advising





“The most important measure of how good a game I played, was how much better I’d made my teammates play”.

Player/Coach Bill Russell



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Agricultural and Technical State University



QUESTIONS?

