

**NDSU** NORTH DAKOTA  
STATE UNIVERSITY

STUDENT FOCUSED • LAND GRANT • RESEARCH UNIVERSITY

# Welcome to NDSU

## New Faculty Orientation

August 16, 2022

Office of the Provost

Faculty Affairs

# Orientation Overview

## **Tuesday August 16, 8:00am – 4:00pm**

- Optional Q & A w/Benefits, Immigration, etc.
- Positive, Supportive, Equitable, Accessible, and Inclusive Campus Culture
- Instructional Tools
- Research and Grants
- Things I wish I had Known Faculty Panel w/Lunch
- EO/Title IX Training
- Academic Policies and Resources
- Welcome to NDSU Networking/Mentoring Social w/President and Provost

# Orientation Overview, *continued*

## Wednesday August 17, 8:15-3:30pm

- Sessions for new and returning faculty
  - Teaching and Advising at NDSU
  - Research and Grants at NDSU
- General sessions
- Concurrent sessions
- Affinity groups

# Orientation Overview, *continued*

## September 9

- 9:00 am: **Coffee w/Provost**

## September 12

- 9:00 am: **Coffee w/President**

## September 22, October 6, October 20

- 3:30pm: **Mentoring/Networking Events**

## November 3 (3:30pm) or November 4 (2:00pm)

- **Promotion, Tenure, Evaluation Information Session**

# Positive, Supportive, Equitable, Accessible, and Inclusive Campus Culture

- Canan Bilen-Green
- Warren Christensen (Physics)
- Kristine Paranica (Ombuds)
- Mark Coppin (Disability Services)
- Kaelen Napoleon (Office of Multicultural Programs)
- Stacy Duffield (Office of Teaching and Learning)





## Diversity and Inclusion at NDSU

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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](#).

**REPORT BIAS**

**FILE A COMPLAINT**

<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](#)



**INCLUDING U:** DISCUSSIONS ON DIVERSE EXPERIENCES AND IDENTITIES IN HIGHER EDUCATION



# Programs and Initiatives

- [ADVANCE FORWARD](#)
- [LGBTQ+ Resources](#)
- [Veteran Alliance](#)

**Aspire Alliance**  
*Institutional Change Initiative*  
IChange 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





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## Data and Reports

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- [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](#)



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## Resources

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- [Employee Accommodation Requests](#)
- [Family Restrooms](#)
- [Gender-Neutral Restrooms](#)
- [Lactation Rooms](#)
- [Multicultural and LGBTQIA Student Counseling](#)
- [Ombud](#)
- [Student Accommodation Requests](#)
- [Trio Student Support Services](#)





## Support

- [College of Agriculture, Food Systems and Natural Resources](#)
- [College of Arts, Humanities and Social Sciences](#)
- [College of Business](#)
- [College of Engineering](#)
- [College of Graduate and Interdisciplinary Studies](#)
- [College of Health Professions](#)
- [College of Human Sciences and Education](#)
- [College of Science and Mathematics](#)
- [Land Acknowledgement](#)
- [NDSU Libraries](#)
- [Residence Life](#)
- [Counseling Center](#)

### NDSU Land Acknowledgement

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Oceti 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.

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## Trainings

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- [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

# Disability Accommodations

- Employees (staff and faculty) that wish to request an accommodation should contact Human Resources at (701) 231-8961 or [ndsu.hr@ndsu.edu](mailto:ndsu.hr@ndsu.edu). Employees may also visit <https://www.ndsu.edu/hr/> for further information.
- Students that wish to request an accommodation should contact Disability Services at (701) 231-8463 or [ndsu.disability.services@ndsu.edu](mailto:ndsu.disability.services@ndsu.edu). Students may also visit <https://www.ndsu.edu/disabilityservices/> for further information.
- Faculty are responsible for providing the accommodations that are listed in the student's Notification of Academic Support Services, both in the classroom and for exams. If a faculty member has concerns about how an accommodation may apply in their class, please contact Disability Services.
- Required Syllabi Statement





# 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.*

## Dimensions



# 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

# NDSU Ombuds Office

**Website:** [www.ndsu.edu/ombud](http://www.ndsu.edu/ombud)

The **mission** of the NDSU Ombuds 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

\*Listening Circles

\*Coaching

\*Facilitation

\*Climate assessments

**Contact:** 701-231-5114; [kristine.paranica@ndsu.edu](mailto:kristine.paranica@ndsu.edu)

# 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

# Inclusive Teaching Resources

- Within the New Instructor Support Series co-sponsored by RCA, OTL, and the Faculty Affairs/Office of the Provost, OTL will partner with veteran instructors to prepare short sessions that facilitate both social interaction and learning to support new instructors in acclimating to the NDSU classroom.
- OTL hosts a subscription service for Go2Knowledge that includes on-demand and live professional development in best practices in teaching and learning.
- OTL has a resource library on its webpage under the Faculty Resources tab: <https://www.ndsu.edu/otl/>
- Watch for our weekly email announcing opportunities to participate in various events including book studies, instructional learning communities, live and on-demand instructional webinars, and more.



# Getting Off to a Good Start

- Helping learners feel welcome
  - Seating
  - Classroom Environment
  - Communication
- Engaging learners
  - Learner Voice
  - Clear and Worthy Content
  - Challenging Learning Experiences

# Mentoring/Professional Development Activities for New Faculty

- **Welcome to NDSU networking social**
  - TODAY, 3:15-4:00 pm (Alumni Center)
  - Meet President and Provost
  - Get to know your colleagues
- **Mentoring/Networking with senior faculty (FAE)**
  - September 22, October 6, October 20
  - Spring 2023 (TBD)
  - WE WANT TO TAILOR THESE EVENTS FOR YOU
- **Information on the PTE process (FAE)**
  - November 3 and 4
- **Research development (RCA)**
  - September 2, November 17, February 23, April 20
- **Teaching and Learning (OTL)**
  - October 13, December 15, Spring 2023





# National Center for Faculty Development & Diversity

- Weekly **Monthly Motivator**
- Monthly **Core Curriculum Webinars**
- Monthly **Guest Expert Webinars**
- Access to **Multi-Week Courses**
- Access to **Dissertation Success Curriculum** for graduate students
- Private **Discussion Forum** for peer-mentoring, problem-solving, & moderated writing challenges
- Monthly accountability buddy matches
- Access to **14-Day Writing Challenges**
- Access to the **Member Library** that includes past webinar materials, referrals, and readings

# Cross-Institutional Mentoring Communities

- Midwest Partnership of research-intensive institutions funded by NSF ADVANCE to help faculty find success:
  - Iowa State University,
  - Michigan Technological University,
  - North Dakota State University, and
  - Western Michigan University.
- CIMCs are designed to create networks of mentoring as a robust support and feedback mechanism for faculty with personal characteristics and/or specific identities.
- CIMCs are yearlong mentoring committees that partner mentees with mentors who have experienced similar challenges and lived experiences pertaining to discipline and/or intersectional identities (usually 1-2 mentees, 3-4 mentors).
- Two of the participants will hail from different institutions than you in this ADVANCE Partnership.

# 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 – 10:25 a.m. **Instructional Tools**

10:30 – 10:55 a.m. **Research and Grants**

11:00 – 12:20 p.m. **Faculty Luncheon Panel**  
*(AGHILL 334)*

12:30 – 2:00 p.m. **Mandatory EO/Title IX Training**

2:15 – 3:00 p.m. **Academic Policies and Resources**

3:15 – 4:00 p.m. **Networking/Mentoring Social**  
*(Alumni Center)*

# Faculty Luncheon Panel

## Things I Wish I Had Known My First Year:

- Torin Greenwood (Science & Math)
- Lisa Richter (Health Professions)
- Jessica Danielson (HSE)
- Jessica Vold (Engineering)
- David Westerman (AHSS) will facilitate the panel discussion.

# Orientation, Continued

- 12:30 – 2:00 p.m.     **Mandatory EO/Title IX Training**
- 2:15 – 3:00 p.m.     **Academic Policies and Resources**
- 3:15 – 4:00 p.m.     **Networking/Mentoring Social**  
*(Alumni Center)*