

**Plan:** Offer short, regular informational sessions, 4-6 times a year, during Provost's chair/head monthly meetings, on topics identified by chairs and heads at today's retreat.

**Format:** Deliver 20 minutes of information/activities, followed by 20-30 minutes of directed discussion.

**Some topics relating to FORWARD's 5 outcomes:**

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**Climate:**

- Why does diversity matter at NDSU?
- Symptoms of a chilly climate
- Work/Life issues: childcare, dual-career hiring, family leave policies, flexible assignments
- Subtle discrimination and how it impacts women
- Hidden costs of harassment
- Climate change and transformation
- Individual roles for chairs/heads in climate change
- Data collection and data driven decision-making
- Department level strategic planning
- The cost of bullying in your department
- Communication skills for administrators

**Recruitment:**

- Hiring the best and hiring for diversity
- Understanding recruitment pools
- Resources for recruiting
- Running an effective search
- Pipelines and pools
- Understanding and sharing NDSU family friendly policies

**Retention:**

- Creating a welcoming environment
- Instrumental vs. relational departments
- Faculty mentoring and development
- Strategies for developing research/grant writing groups
- Building a research community

**Promotion:**

- Pitfalls in the tenure process
- Unconscious bias and the tenure and promotion process
- Women and the student evaluation process
- Policy and chair/head responsibilities

**Advancement to leadership:**

- Barriers to women's advancement
- Unconscious bias and evaluation of women as leaders
- Preparing faculty for leadership
- Alternate paths to leadership
- Valuing "women's" work
- Social style and effective leadership

**Delivery Preferences:**

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- Interactive
- Case Studies
- Discussion and shared problem solving
- Speakers from campus
- Speakers from the community
- Other?

If there are any topics here you would like resources, articles, or more information about, either for yourself or to share with your department or a departmental committee, please contact Betsy Birmingham, Department of English. **Phone:** 231-6587 **E:mail:** Elizabeth.Birmingham@ndsu.edu