

Agenda: August 18, 2009

- NSF 12-Indicators Data (Rhonda Magel)
- FORWARD goals (Kevin McCaul)
- Goals for this workshop (Kevin McCaul)
- Some ground rules for discussion (Kevin McCaul)
- Activity 1. Best practices, challenges departments face (Gary Smith)
- Activity 2. One thing department or department heads can do to help NDSU meet goals, resources needed to do that thing better (Kevin McCaul)
- Propose programming (Kevin McCaul, Gary Smith, and group)

FORWARD goals:

1. Improve climate so impressions campus climate are not significantly different by gender
2. Recruit women in pools equivalent to pipeline numbers
3. Retain women and men at same percentages
4. Promote women and men at same percentages, within same timeframes
5. Advance prepared women into leadership roles

Workshop goals:

- Learn about the NSF's 12-Indicators of institutional change
- Understand the goals of the FORWARD program and the potential role of department heads in meeting those goals
- Catalogue the best practices already employed in departments that improve climate, recruit, retain, promote, and/or advance women
- Develop a list of things departments can do to support these goals
- Identify information and resources needed to begin setting and meeting departmental goals
- Propose content for 4-5 informational sessions at Provost's chair/head meetings across the year

Ground rules:

- Appoint a speaker and a secretary for your table (secretary writes, speaker reports out)
- Take individual notes on the back of this sheet; but group notes on the large Post-it notes; be ready to present to the larger group
- Avoid department names when reporting out about practices or concerns
- Be ready to move to another table at the break

Activity 1. Use matrix on back to take individual notes. Use large Post-its for group notes.

- Best practices in departments (list those things departments have done successfully to improve climate, recruit, retain, promote, advance women.)
- Strategies that departments tried with less success or challenges to success (Note what has not worked for departments, discuss whether these strategies might work in other contexts, might work with more development, were simply unsuccessful, or needed additional resources.)
- Briefly share responses from tables: 1 success, 1 challenge. Please don't use department names.

Activity 2. Switch tables. Appoint a new secretary and reporter. Use matrix on back to take individual notes. Use large Post-its for group notes.

- Think about one thing departments could do to lead NDSU toward success in meeting each of these goals
- Discuss:
 1. What are your biggest frustrations as you try to meet these goals?
 2. What kinds of information resources would help departments meet these goals?
 3. What people, from departments with best practices, would you like to hear more from?
 4. What other information would help? (Speakers, handouts, presentations, materials, case studies, training support, brainstorming sessions?)

Conclusions:

- Write down your top three ideas and share with the group; these will be used to coordinate programming for rest of year.
- Thank you for your support and participation!

Goal:	Best Practices: What are some effective strategies departments are using?	Challenges or difficulties: What makes it difficult to develop successful strategies?	One thing departments could do meet each goal:	What training or information do you need to help departments to do this one thing?
Improve climate for women at NDSU				
Recruit women faculty to NDSU				
Retain women faculty				
Promote women faculty to associate and full professor levels				
Advance prepared women faculty to leadership positions				