

**FORWARD Meeting Agenda –
February 4, 2011, 11:30, Prairie Rose Room**

11: 30 Introductions

11:35 CSWF – Christina, Karen (Attachment 1)

11: 45 NSF Site Visit – February 21-22

- 6-page Site Visit Report – *posted on website*
- Site Visit Presentation – *need feedback*
- Site Visit Team: Both Kelly Mack and Amy Rogers will accompany the site visitors.

Name		Institution/Organization	Experience
Margaret Bailey	PhD	Rochester Inst of Technology	Professor, Mech Eng and Executive Director
Anne Maclachlan	PhD	UC Berkeley	Senior Researcher
Gail Gasparich	PhD	Towson University	Professor, Biological Sciences
Catherine Duckett	PhD	Monmouth University	Assoc Dean, School of Science
Rachelle Heller	PhD	George Washington University	Assoc Provost, Professor, Computer Science
Bonnie Bowen	PhD	Iowa State University	Executive Director, ADVANCE

12:20 Evaluation/Surveys – Christi

- Work/Life - Administrator Survey - Grant Awardees Survey - Junior Faculty Mentoring
- **Policy Implications – Karen/Christina/CSWF**
- See BB for surveys from WIR Networking event, Chair’s Forum, S&M Ally Training, Leadership Panel

12:45 Quarterly Report – need input by February 11

Faculty/Administrator Recruitment – Kevin, Charlene

- Provost Search
- AHSS Dean Search
- Search committee training – February 9, 10

Grant Programs – Mentor travel applications: 14 non-stem/16 stem

- Leadership development grants: February 15 deadline

**Chair’s Forum – Panel of faculty and experienced chairs
(topic: best practices in support of 5 FORWARD goals)**

Allies Program – Tom

- Spring training: February 2, April 12; follow-up coffee discussions.

Internal Advisory Board – Dean Witrock

Women with Disabilities – Task Force; Grad student Cali Anicha

Other?

FORWARD Meetings:

FORWARD Monthly Meeting: March 4, 2011 Peace Garden Room (Leadership Development)

COMMISSION ON THE STATUS OF WOMEN FACULTY (CSWF)

1. Origin/Structure

The Commission on the Status of Women Faculty (CSWF) was created as part of NDSU's NSF-funded Advance FORWARD program to improve campus climate; to enhance recruitment, retention, and advancement of women faculty; and to open academic leadership opportunities. The CSWF is structured as a formal link between the university's academic administration and Advance FORWARD in order to support program goals and institutionalize related activities after the five-year grant period has elapsed. Membership of CSWF consists of faculty from across the campus appointed by the Provost.

2. Role

Formal roles of the CSWF have been established:

- 1) to identify and respond to developing campus issues relevant to opportunity for women faculty;
- 2) to proactively examine the university's policies impacting advancement of women faculty, looking to other universities for examples on how to handle campus climate issues and how to more fully engage, recognize, and utilize the contributions of women faculty for the betterment of the University; and
- 3) to monitor and benchmark the University's progress towards equal participation of women faculty throughout the University.

Effectively addressing these issues is essential for NDSU's ability to attract and retain top talent. Today slightly over 50 percent of new doctorates are women. Immediately prior to launching the Advance FORWARD project, NDSU ranked among the very bottom of 1445 institutions for percentage women tenured faculty (26% average for doctoral institutions, 10% at NDSU) and full professors (19% average, 7% at NDSU). We remain among the bottom for percentage women in academic leadership positions such as department chair, dean, and above. While percentage women in *nonacademic* leadership positions increased from 27%-39% at NDSU from 1992-2006, women in *academic* leadership positions remained about 15%. Finally, women at NDSU rate numerous department climate dimensions significantly poorer than men (overall department climate, work/life balance, treated with respect, feeling excluded and isolated, full and equal participant in decision making) and perceive significantly less opportunity for advancement, all with implications for retention.

3. Accomplishments and initiatives of CSWF and its members acting within other university committees and entities

- Campus-wide Advance FORWARD Equity Award
- Policy change to require (internal) posting of <.50 FTE administrative appointments
- Childbearing leave policy
- Modified duties policy
- Protocols for tracking policy compliance
- Spousal/partner hiring policy
- Promotion, tenure, and evaluation policy training and revisions

4. Going forward

In view of ongoing campus leadership changes, we hopefully anticipate a continued active role in these important issues, with support from and access to top administration as needed.