

FORWARD Meeting Agenda – April 8, 2011, 11:30, Peace Garden Room

Annual Report & NSF Site Visit – Canan

Faculty/Administrator Recruitment – Kevin, Ann

- AHSS Dean Search
- Provost Search
- FORWARD Meetings w/candidates

Evaluation – Christi

- External Evaluator Report

Allies Program – Tom

- Spring training: April 12; follow-up coffee discussions
- List of departments w/o Allies (**Attachment 1**)

Faculty Climate Training – Betsy

- Evaluation report on Chair's Forum (**Attachment 2**)
- April: Faculty Climate Training

CSWF – Christina, Karen

Research – Rhonda

Junior Faculty Cohort Mentoring – Don, Wendy

Childcare Coordinating Committee – Kevin, Wendy

Mid-career Mentoring – Canan

- Evaluation report on March PTP Panel of PTE Committee Members (**Attachment 3**)
- May 3: Promotion to Professor Panel
- May 18: Leadership Development workshop

Grant Programs – Canan

- Climate/Gender Research Grant applications
- April 29: Leap Lab Renovation & Research Grants

Other?

Next FORWARD Monthly Meeting: May 6, 2011 Peace Garden Room (Networking)

March 3, 2011

Departments without an Ally or Advocate:

Accounting, Finance and Informational Systems
Aerospace Studies
Agribusiness & Applied economics
Agriculture
Allied Sciences
Apparel, design and hospitality management
Architecture and Landscape Architecture
Civil Engineering
Coatings and Polymetric Materials
Construction management and Engineering
Criminal Justice and Political Science
Education
Emergency Management
Health, Nutrition and Exercise Science
Management and Marketing
Mechanical engineering
Military science
Modern Languages
Music
Natural Resources
Nursing
Pharmacy Practice
Plant Sciences
Sociology and Anthropology
Theatre Arts
University Studies
Visual Arts

Interdisciplinary Studies Programs (who do not have an Ally or Advocate):

Biotechnology
Food Safety
Fraud investigation
Gerontology
International Studies
Logistics
Natural Resource Management
Women's Studies

Department Head and Chair Training
Positive Departmental Climate: Strategies and Effective Practices
March 9, 2011

Attendance

Thirty individuals attended and 20 completed evaluations.

Quantitative Results from the Evaluation Form

I will be able to implement new strategies to create a more positive departmental climate as a result of attending this panel presentation.

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.3
	Disagree	1	5.0	10.5
	Agree	11	55.0	68.4
	Strongly Agree	6	30.0	100.0
	Missing Data	1	5.0	
	Total	20	100.0	

As a result of today's panel discussion, I am more aware of the challenges that interfere with a positive departmental climate

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Disagree	1	5.0	10.0
	Agree	10	50.0	60.0
	Strongly Agree	8	40.0	100.0
	Total	20	100.0	

I will be able to implement new strategies to directly address challenges that interfere with creating a more positive climate in my department as a result of my participation in today's panel discussion.

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.3
	Disagree	2	10.0	15.8
	Agree	10	50.0	68.4
	Strongly Agree	6	30.0	100.0
	Missing Data	1	5.0	
	Total	20	100.0	

The presentation was clear and well-organized

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Agree	7	35.0	40.0
	Strongly Agree	12	60.0	100.0
	Total	20	100.0	

I would recommend this panel presentation to others

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Disagree	1	5.0	10.0
	Agree	7	35.0	45.0
	Strongly Agree	11	55.0	100.0
	Total	20	100.0	

Rate the overall quality of this panel presentation

	Frequency	Percent	Cumulative Percent
Valid Below Average	2	10.0	10.0
Average	2	10.0	20.0
Above Average	11	55.0	75.0
Excellent	5	25.0	100.0
Total	20	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about fostering a positive climate in your department? Also, please list any topics that you would like to receive additional information about or that need further clarification.
 - I felt these were department specific and don't really relate to my department. Therefore I found it not very useful -- not things that apply, or that I can apply.
 - How do you deal with an unreasonable and hostile faculty? Whose positions are untenable.
 - This was one of the best sessions we've had. Very practical.
 - Setting expectations for collegiality and professionalism in a department.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - Having a wide range of experiences and length of service.
 - Diversity of views.
 - Good panel members/ open discussion.
 - Experienced panel members.
 - Great ideas. Very innovative. Good insights.
 - General idea of panel discussion was great and could be used more.
 - Hearing about challenges in recruiting & retention.
 - Excellent contrast of faculty and heads. Great choice of panelists.
 - The various insights and perspectives.
 - I can apply many things I learned in today's session.
 - "Culture of mutual respect." Understanding conflicting agendas.

3. How could this panel presentation be improved to be more beneficial to you?
 - More general—especially the chairs seemed to use this as a "here's my department, aren't we great!" Selling their department rather than really helpful suggestions.
 - Do more.
 - More examples of varying values.
 - More junior faculty.
 - Include recent hires on a panel.
 - Please address really difficult issues of department climate. These are the ones that matter.
 - Notes from the presenter would be helpful.

4. Please provide any additional comments you have about today's panel presentation and/or the FORWARD program in general.
 - I am tired of having a lot (majority) of men especially if we count Dr. Schnell, tell me how to improve campus climate—especially on a day when it is announced that daycare is being eliminated.
 - FORWARD program is a great program.
 - Discuss real case studies.

Promotion to Professor: Tips from Experienced College PTE Committee Members
March 1st, 2011

Attendance

Forty-seven individuals attended and 35 completed evaluations.

- 28 individuals identified as faculty and one identified as staff, and 5 identified as administrators.

Quantitative Results from the Evaluation Form

I feel that my understanding of the process and criteria for promotion to full professor has improved after today's panel

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	8.3	8.8
Agree	27	75.0	88.2
Strongly Agree	4	11.1	100.0
Missing Data	2	5.6	
Total	36	100.0	

I feel I have acquired new skills and/or information about determining when I am ready to apply for promotion to full professor at NDSU

	Frequency	Percent	Cumulative Percent
Valid Disagree	4	11.1	13.3
Agree	24	66.7	93.3
Strongly Agree	2	5.6	100.0
Missing Data	6	16.7	
Total	36	100.0	

As a result of my participation in this session, I will be able to implement new strategies in my own process of becoming a full professor

	Frequency	Percent	Cumulative Percent
Valid Disagree	4	11.1	13.8
Agree	17	47.2	72.4
3.50	1	2.8	75.9
Strongly Agree	7	19.4	100.0
Missing Data	7	19.4	
Total	36	100.0	

I would recommend this panel discussion to others

	Frequency	Percent	Cumulative Percent
Valid Disagree	2	5.6	5.7
2.50	1	2.8	8.6
Agree	16	44.4	54.3
Strongly Agree	16	44.4	100.0
Missing Data	1	2.8	
Total	36	100.0	

Rate the overall quality of this panel

	Frequency	Percent	Cumulative Percent
Valid Average	9	25.0	28.1
Above Average	19	52.8	87.5
Excellent	4	11.1	100.0
Missing Data	4	11.1	
Total	36	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this panel? Please list any topics related to the promotion process from associate to full professor that you would like to receive additional information about or items that need further clarification. Your suggestions will be used to structure future sessions on the promotion process to full professor.
 - How to prioritize.
 - Some good examples of excellent portfolio application might be helpful.
 - So is denial detrimental?
 - I wonder about cases where guidelines and documents are not followed by committees. What happens when there is a failure?
 - What is the relationship between (among) committees at different levels? How much weight does the department/college levels affect the university committee?
 - How can I publish?
 - How is the NDSU issue of females not making tenure?
 - Mentoring—how to find one; how to match research interests?
 - This would be more beneficial on a college level since it is hard to generalize across colleges.
 - How does promotion happen? By this, I mean to ask how the committees determine how the process unfolds—it seems a bottom-to-top process rather than an organic whole.
 - I think a workshop on “How to write your statement of context” would be useful. Show people how to work with criteria, evidence, context, etc.
 - See question before.
 - Advice for women and minorities.
 - Try to use anonymous case studies.
 - Do all people (within a department) need to follow the same path to full professor? What if I’m not motivated by prestige & stature—can I still make full professor?
 - I don’t have questions just need to know how to balance life with work.
 - More tips on preparing the application.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - If you think you’re nearly ready to go through promotion ask your head/chair.
 - Tips for putting together document.
 - When are you ready. Strategy, goal setting, lay out road map.
 - The caution to not let research percentage fall too low in position description.
 - The admission that scholarship is defined differently was good to hear.
 - Specifics—definitions of scholarship, how the committees work in their reviews of work.
 - Overview of material (PTE) from across colleges.
 - Recognition of the “isolation” of being a researcher in a specific area no one else is involved in. Also, the “mentor” program is so important.
 - The panelists were well chosen and very informative.
 - Brought things to my attention that needed to be.
 - Mark was a terrific facilitator. Questions were on point, thoughtful and provoking.
 - When the Provost talked.
 - Having the different colleges explain the 10% per-class assignment vs arbitrary assigning a percentage for teaching.
 - A number of good points brought up.
 - It was useful to hear from PTE Committee member from varied colleges.
 - Process.
 - Hearing from different colleges.
 - Good discussion and admitting flaws in process to anticipate.
 - Getting the perspective of multiple unit.
 - The qualifications of the panelists.
 - Panel was well prepared. Moderator did a nice job.
 - Diversity of panelists/disciplines represented.

3. How could the panel be improved to be more beneficial to you?
- They were good.
 - More who are full professors who've also been involved in PTE process.
 - Perhaps in each area show examples of excellent materials.
 - Advance FORWARD has done excellent work! Thank you for the opportunity to learn about tenure and promotion!
 - Microphones.
 - Maybe have some FULL professors on panel.
 - Smaller colleges, together rather than university wide.
 - More direct answers.
 - Encourage panelists to put together a tip sheet. Also consider identifying more direct topics and suggestions. E.g. service- what's appropriate, when is too much. Teaching: strategies for documentong good teaching—materials, observations, student work, etc.
 - Follow-up notes would be useful.
 - More specific examples of past documents that were strengths and weaknesses.
 - Provide more time for general questions.
 - Not sure the reasons why one should go up for full were very convincing.
 - It was very helpful.
 - Use a microphone.
4. Please provide any additional comments you have about today's panel discussion and/or the FORWARD program in general below or on the back of this page.
- Good job by the panel.
 - Thank you for the elegant meal.
 - Include the entire trajectory from assistant to full.
 - Not much credibility from those not having achieved PROFESSOR.
 - Need a microphone.
 - Having served in a PTE committee at the department level, I have perhaps had more information than others at my rank.
 - The FORWARD program is great. I do have the feeling that not being promoted to full professor means not making the appropriate contribution to the university.