

The FORWARD Committee met at 11:30 a.m. on July 15, 2011 in the Mandan Room. In attendance were, Julie Nash, Don Schwert, Canan Bilen-Green, Sandy Holbrook, Kevin McCaul, Christina Weber, Tom Stone Carlson, Christi McGeorge, Jaclyn Davis Walette, Kalpana Katti, Angela Bachman, Charlene Wolf-Hall, Betsy Birmingham, Virginia Clark-Johnson, Kate Haugen, R. Craig Schnell, Becca Mellem.

Site Visit:

The NSF Site Visit is scheduled for October 18 and 19. Site visit materials need to be updated: 6-page site visit report, interview schedule, presentation. FORWARD Committee members should block off Tuesday, October 18, from 8:00-1:00 for the presentation and lunch. Interviews will take place on Tuesday afternoon and Wednesday morning. Please try to maintain open availability. Julie will contact you with times.

EAB Visit:

The EAB visit is scheduled for September 16. All the EAB members, Laura Kramer, Christine Hult, Peggy Johnson, Jenn Sheridan, and Susan Carlson, will be here. The presentation to the EAB will be a practice run for site visit. Some members will be on campus for more than one day to do workshops, meet with Deans, etc. FORWARD needs to decide what types of activities to have the members do. Suggestions include:

- A panel on women in leadership with the EAB members as panelists. It could be a lunch panel with a follow-up workshop.
- Another potential workshop idea: “Climate at the Department Level: Practical Suggestions and Tips” for department heads/chairs. Laura Kramer could run/facilitate.
- Consider arranging a meeting between Carlson (and other EAB members) and the President to discuss institutionalization.
- Arrange a meeting with the Provost and Dean of AHSS, Laura Kramer and Jenn Sheridan are in the same field (sociology) as the Dean, so they would be good fits to meet with him. Betsy is working on arranging meeting with Dean to

Grant Programs Evaluation:

Christi distributed a draft of “Evaluation of FORWARD Grant Programs” slides. It includes results from 2009-2010 and 2010-2011 program evaluations except with Leap Lab Renovation Grants, which were not evaluated in 2009. There will be a separate report for Mid-Career Mentoring grants. Slide 14 on the handout needs to be updated because data was unavailable when the presentation was drafted. Christi will also add dollar amounts of funding as suggested. Adding a cost-benefit ratio with the amount FORWARD invested compared with the amount of funding awardees received was suggested. Christi said the cost benefit ratio looks good, and course buyouts are showing impressive results. If any awardees received particularly prestigious grants those could be highlighted in the presentation.

Qualitative questions were added to the 2010-2011 evaluations and yielded a large amount of data. The questions focused specifically on what resulted from FORWARD grant. There are powerful quotes to share with EAB and site visitors about the impact of the grant programs.

The comments included calls for institutionalization and reasons why institutionalization is necessary. Also, notable from the evaluations is that participants see grants as having impact on climate.

The Leap Lab and Leap Research grant are still with reviewers. Decisions on the grants will be made in early August.

Canan and Craig met with Phil Boudjouk to discuss institutionalization of the grant programs. Course releases will allow for time release verses money for a grant. The work must be completed during school year so having monies available for release would be very beneficial. Phil was on board and willing to fund. He also has EPSCoR start-up funds that are offered to departments and they talked about departments needing to have a diverse candidate pool in order to qualify for the funds.

An idea was presented for a future topic for “Gear up for grants”; there should be a session on how to put together grants with funding for grad students who need maternity leave.

Craig recently attended Provost conference and learned that some institutions were talking about not just extending the clock but changing their positions to part time (50%). Consider updating PTE docs to reflect this. He also had the opportunity to meet with new Provost, told him PTE is an issue and he should be involved in the process of updating and revising policies.

Faculty Orientation –

Christi (main presenter), Kevin, and Ann will present a 90-minute FORWARD session ‘Enhancing Department Climate’ at New Faculty Orientation. Craig is working to add a note about attending the session in the new hire appointment letters. Getting the note in the documents is a good way to institutionalize. Another session may be offered in January, but the session is probably most helpful in the fall when faculty first arrive.

Climate Training Programs:

Betsy is working on college level climate data to present to each college. Training programs will include discussion with people in each College about their individual and institutional strategies and responses for climate. The sessions will be 90-minute interactive sessions.

Advocates and Allies Program:

A meeting with most new Advocates was held recently to remind them about the commitment. Four Advocates are stepping down. The new Advocates will do training, readings, during the fall and then step up involvement in the spring. Advocates also met to discuss goals for next year. An accountability program to address any issues that arise will be implemented in the fall. A shortened version of Ally training will be presented at the August 11 FORWARD meeting. Both the new Provost and Advocates will be present.

Junior faculty Mentoring Program:

Don and Wendy are working on setting up the fall program and are looking at lists of potential speakers. There will be one campus-wide talk per semester on improving mentoring.

Mid-Career Mentoring Program:

PTP panels are set for the year. The first is in September with Distinguished Professors. There will be an article in 'It's Happening' with the details. A leadership listserv has been established. Currently, it has about 30 people. Contact Charlene, if you'd like to be added. They're working on leadership workshops for next year. More information to come on those. North Carolina has a bridge program that may serve as a good model for institutionalization. Charlene is creating a list of leadership programs and is looking for examples of leadership programs. Faculty in the College of Engineering participated in an on-line program consisting of 5 1-hour sessions. It was a good program. "Genuine Leadership" Program was mentioned, but it is for staff. Funded mid-career mentoring teams are still going. Applications for mentoring group are open all the time. Both men and women faculty from any discipline are eligible for the \$500 grant to support group.

Committee on the Status of Women Faculty – Christina

There were 3 new appointments to CSWF: Amy Rupiper Taggart, Wenfang Sun, and Dan Friesner. Moves are being made to institutionalize CSWF within Faculty Senate.

Childbearing policy and modified duties have been looked at by PCC but are postponed to be reviewed in the fall, so they will go to faculty senate before going to staff senate. Current PCC guidelines would allow staff to vote on modified duties first. Guidelines are changing to allow faculty issues to go to only faculty senate and staff issues to go to only staff senate.

NSF Q4 Report – need info by July 29

The 4th quarter NSF report will go out in early August because of the many events coming up. The report will include any project effort/activity that has happened (or will happen) between June 1 and August 31. If something will be happening in August, write it up as if it already happened. Projects that were overlooked in the annual report that happened before June will be included. Read the annual report and let Canan know if there are exclusions. In the report, FORWARD reports on the "best ideas yet" and is in need of more of these. Please send any ideas you have to Canan.

Other Items

Childcare committee is trying to pick up speed and produce a report earlier than the original deadline of the end of fall semester. Interviews are almost done. One more financial document is coming in then the report will be written.

The next FORWARD Monthly Meeting will be August 11, 2011 at 11:30 in Hidatsa with the Advocates.

NDSU Advance FORWARD

Evaluation of FORWARD Grant Programs

Leap Lab Renovation Grants: Evaluation 2010-2011

- ❖ As of the summer of 2011, 4 faculty members who received a Leap Lab Renovation grant reported that the below accomplishments were associated with receiving a FORWARD Leap Research Grant:
 - One person began writing a new grant proposal
 - One person submitted two new grant proposals

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15-Jul-11

Mentor Relationship Travel Grants: Evaluation 2009-2010

- ❖ For the 2009-2010 academic year, 34 recipients who received a travel award reported that the below accomplishments were associated with receiving a FORWARD Travel award:
 - 11.8% presented at international conferences
 - 52.9% presented at national conferences
 - 5.9% presented at regional conferences
 - 50.0% made progress on a research article
 - 32.3% made progress on a grant proposal
 - 79.4% met with collaborators
 - 73.5% received mentorship that helped with career development and advancement
 - ✓ On average, these participants met with 1.88 mentors (SD = 0.73)
 - ✓ 41.2% met with a graduate school advisor
 - ✓ 26.5% met with a mentor for the first time

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Mentor Relationship Travel Grants: Evaluation 2010-2011

- ❖ For the 2010-2011 academic year, 29 recipients who received a travel award reported that the below accomplishments were associated with receiving a FORWARD Travel award:
 - 6.9% presented at international conferences
 - 55.2% presented at national conferences
 - 17.2% presented at regional conferences
 - 34.5% made progress on a research article
 - 41.4% made progress on a grant proposal
 - 75.9% met with collaborators
 - 75.9% received mentorship that helped with career development and advancement
 - ✓ On average, these participants met with 1.95 mentors (SD = 0.51)
 - ✓ 37.9% met with a graduate school advisor
 - ✓ 24.1% met with a mentor for the first time

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Course Release Grants: Evaluation 2009-2010

- ❖ For the 2009-2010 academic year, 6 recipients who received a course release reported that the below accomplishments were associated with receiving a FORWARD Course Release award:
 - 50.0% began a new research project
 - 100% submitted a peer reviewed article
 - ✓ On average, these participants submitted 2.71 articles (SD = 2.14)
 - 66.7% submitted a peer reviewed article and had that article accepted
 - ✓ On average, these participants had 1.50 articles (SD = 0.58) accepted for publication
 - 33.3% began writing a new grant proposal
 - 66.7% submitted a grant proposal to a funding agency
 - ✓ On average, these participants had submitted 3.50 grants (SD = 1.91)
 - 50.0% submitted a grant proposal and had that proposal funded
 - ✓ On average, these participants had 1.67 grants (SD = 0.58) funded
 - 50.0% presented at a national conference
 - 66.7% presented at a regional conference

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Course Release Grants: Evaluation 2010-2011

- ❖ For the 2010-2011 academic year, 7 recipients who received a course release reported that the below accomplishments were associated with receiving a FORWARD Course Release award:
 - 41.7% began a new research project
 - 66.7% submitted a peer reviewed article
 - ✓ On average, these participants submitted 2.93 articles (SD = 1.79)
 - 58.3% submitted a peer reviewed article and had that article accepted
 - ✓ On average, these participants had 3.10 articles (SD = 2.13) accepted for publication
 - 25.0% began writing a new grant proposal
 - 33.3% submitted a grant proposal to a funding agency
 - ✓ On average, these participants had submitted 5.50 grants (SD = 4.95)
 - 16.7% submitted a grant proposal and had that proposal funded
 - ✓ One participant had five grants funded and received \$98,243.00
 - 58.3% presented at a national conference
 - 16.7% presented at a regional conference

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Climate & Gender Research Grants: Evaluation 2009-2010

- ❖ For the 2009-2010 academic year, 3 faculty members who received a climate-gender grant reported that the below accomplishments were associated with receiving a FORWARD Climate-Gender Grant:
 - One wrote a new grant proposal
 - One presented at a national conference
 - Two experienced increased acceptance of their gender/climate related research by their colleagues in their unit

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Climate & Gender Research Grants: Evaluation 2010-2011

- ❖ For the 2010-2011 academic year, one faculty member who received a climate-gender grant reported that the below accomplishments were associated with receiving a FORWARD Climate-Gender Grant:
 - Began writing a new grant proposal
 - Submitted a grant proposal
 - Presented at a national conference

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Leap Research Grants: Evaluation 2009-2010

- ❖ For the 2009-2010 academic year, 6 faculty members who received a Leap grant reported that the below accomplishments were associated with receiving a FORWARD Leap Research Grant:
 - Five wrote a new grant proposal
 - Four submitted a new grant proposal
 - ✓ On average, these participants submitted 2.00 (SD = 0.82) grants
 - Three had a grant proposal funded
 - One presented at a national conference
 - Three presented at a regional conference

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Leap Research Grants: Evaluation 2010-2011

- ❖ For the 2010-2011 academic year, 10 faculty members who received a Leap grant reported that the below accomplishments were associated with receiving a FORWARD Leap Research Grant:
 - Nine wrote a new grant proposal
 - Four submitted a new grant proposal
 - ✓ On average, these participants submitted 2.00 (SD = 0.82) grants
 - Four had a grant proposal funded
 - ✓ These participants each reported having one grant funded
 - ✓ On average these participants received \$433,437.50 (SD = 343149.28) ranging from \$170,000 to \$935,000
 - Three presented at an international conference
 - Six presented at a national conference
 - Three presented at a regional conference
 - Two earned tenure and promotion to associate professor
 - One earned promotion to full professor

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Leadership Development Grants: Evaluation 2009-2010

- ❖ For the 2009-2010 academic year, 2 faculty members who received a leadership award reported that the below accomplishments were associated with receiving a FORWARD Leadership Development award:
 - ✓ One was able to acquire new skills that would help her be competitive for leadership positions at NDSU
 - ✓ One acquired a new leadership position at NDSU
 - ✓ One acquired a new leadership position at an institution other than NDSU
 - ✓ One acquired a new leadership position within a professional association

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Leadership Development Grants: Evaluation 2010-2011

- ❖ For the 2010-2011 academic year, 5 faculty members who received a leadership award reported that the below accomplishments were associated with receiving a FORWARD Leadership Development award:
 - ✓ Two were able to identify skills that will help them be competitive for a leadership position
 - ✓ Two were able to acquire new skills that would help them be competitive for leadership positions at NDSU
 - ✓ One acquired a new leadership position at NDSU

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Travel, Course Release, Climate/Gender, Leadership, and Leap Awards 2008 -2010

- 68 STEM and non-STEM women faculty received FORWARD awards totaling \$633,114
- ❖ As of summer 2010, those awards have translated into
 - 19 articles under review,
 - 6 articles accepted for publication,
 - 22 grants submitted and under review, and
 - 6 grants funded.

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15-Jul-11

Travel, Course Release, Climate/Gender, Leadership, and Leap Awards 2010-2011

➤ 44 STEM and non-STEM women faculty received FORWARD awards totaling \$107,736 (this number is just for travel, course release, and leadership)

- ❖ As of summer 2011, those awards have translated into
 - 20 articles under review,
 - 15 articles accepted for publication,
 - 21 grants submitted and under review, and
 - 9 grants funded.

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Grant Programs: Evaluation 2009-2010

- ❖ Of the 47 grant/award recipients we surveyed during the summer of 2010:
 - 85.4% agreed to some extent that their participation in the FORWARD award/grant program(s) has had a positive impact on their decision to remain at NDSU
 - 87.8% agreed to some extent that their participation in the FORWARD award/grant program(s) has had a positive impact on their tenure and/or promotion process
 - 80.5% agreed to some extent that their participation in the FORWARD award/grant program(s) has helped them develop leadership skills that will assist in their career advancement
 - 78.0% agreed to some extent that their participation in the FORWARD award/grant program(s) enhanced their experience of the NDSU campus climate

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15-Jul-11

Grant Programs: Evaluation 2010-2011

- ❖ Of the 38 grant/award recipients we surveyed during the summer of 2011:
 - 94.7% agreed to some extent that their participation in the FORWARD award/grant program(s) has had a positive impact on their decision to remain at NDSU
 - 89.5% agreed to some extent that their participation in the FORWARD award/grant program(s) has had a positive impact on their tenure and/or promotion process
 - 78.9% agreed to some extent that their participation in the FORWARD award/grant program(s) has helped them develop leadership skills that will assist in their career advancement
 - 92.1% agreed to some extent that their participation in the FORWARD award/grant program(s) enhanced their experience of the NDSU campus climate

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