

The Advance FORWARD Committee met on August 11, 2011 at 11:30 in the Hidatsa Room. In attendance were Sean Sather-Wagstaff, Tom Carlson, Kevin Brooks, Canan Bilen-Green, Evie Myers, Betsy Birmingham, Ann Burnett, Kalpana Katti, Karen Froelich, Roger Green, Sandy Holbrook, Charlene Wolf-Hall, Donald Schwert, Dogan Comez, Gary Smith, Kevin McCaul, Bruce Rafert, Angela Bachman, Om Prakash Yadav, Julie Nash, Kara Graveley-Stack, and Christi McGeorge.

Announcements:

Site Visit is scheduled for October 18 and 19. NSF Evaluators will interview FORWARD members and faculty from across campus.

EAB Visit is on September 16. The EAB will meet with the President and Provost. Laura Kramer will offer climate workshop focused on practical tips on Sept 15 from 3-5pm with chairs and heads. If chairs cannot attend, an emerging leader from the unit should be sent in her/his place.

EAB will offer a panel session for women faculty about moving into leadership positions from 4-5 September 16 at the Alumni Center.

Quarterly report is complete and ready to send on.

Advocates and Allies program:

Fall Training dates are Tuesday, Oct 11 and Wednesday, November 9.

Christi presented evaluation data on past Allies training. The results are positive.

Sean and Tom presented a slightly modified version of the Allies training presentation. Training typically includes data on gender inequity at NDSU, definition and discussion of climate research on gender discrimination in academia, aspects of becoming an ally, and discussion of the relationship between disadvantage and advantage. When asked to brainstorm instances of chilly climate at NDSU, participants do not have trouble coming up with examples. Past examples offered were: informal social outings (e.g. hunting trips) that include discussion of policy, etc. and meetings scheduled for after 5 pm.

New as of last year, Advocates are hosting "Ally Coffee and Skills" that include discussion about the observations they've made since attending training. Those will continue monthly throughout the 2011-2012 year, but have not been scheduled yet.

There is a gap between number of people who attend training and the number who sign the Ally Pledge.

On the Administrators Survey, the Advocate and Ally program ranked low on the question, “What program do you view as most important to creating institutional change at NDSU?” When the survey was conducted, the Advocate/Ally program had just launched and respondents may not have known what they were rating. The initial idea of the program may have made people uncomfortable. There may be a pull between individual versus institutional change. The survey will be repeated.

Provost Rafert mentioned he is willing to work on providing positive and negative incentives to ensure diverse search pools.

Commission on the status of women faculty –Karen

From three nominations, the Department Advance FORWARD award goes to Vet and Micro Sciences.

Policy 103: Make a change where PT faculty administrative positions need to have a job description posted. Issues related to this policy on the staff may need to be addressed also.

Evaluation – Christi

Evaluation and data collection related to Advocate and Ally program is forthcoming in September.

Faculty climate training – Betsy

Betsy met with the Dean of AHSS. He’s knowledgeable and on board with FORWARD involvement.

Junior faculty mentoring program –Don

Wendy is on leave. New faculty are being contacted and assembling cohorts.

Mid- career mentoring program and promotion to professor – Canan, Charlene

Panels are set for PTP. Leadership panel about those funded by Leadership grants will take place on Nov 1, three mentoring groups still going.

Networking – Kara Gravley-Stack

A speed networking event for female faculty is in the works. Faculty will meet 1 on 1 with each for a few minutes to encourage networking and cross-discipline collaboration.

Tri-College STEM women networking event is also being planned.

Grant programs – Canan

Leap reviews are completed, and the internal committee met. 2 of 17 applications for research and 3-4 out of 7 applications for lab renovation are expected to be funded.

Childcare center committee –Dean McCaul

The committee met many times over the summer. They have not decided whether they will write up a report or meet with the President. Action will hopefully take place before December deadline.

Internal advisor board – Dean Wittrock

New members have been added to the IAB.

Upcoming Events:

August 16: Enhancing Dept Climate for new faculty orientation. Ann, Christi, and Gary.

Sept 1: Kick-off event at President's House, 2:00 p.m.

FORWARD monthly meetings for fall semester:

- September 9, 2011
- October 13, 2011 (note: this changed from the original date)
- November 18, 2011
- December 16, 2011