

The FORWARD Committee met on September 9, 2011 at 11:30 in the Peace Garden Room. In attendance were R. Craig Schnell, Evie Myers, Christi McGeorge, Donald Schwert, Tom Carlson, Gary Smith, Kevin McCaul, Sandy Holbrook, Ann Burnett, Canan Bilen-Green, Julie Nash, Charlene Wolf-Hall, Angela Bachman, Betsy Birmingham, Christina Weber and Becca Hayes Mellem.

EAB Visit –

The EAB visit is September 15-16. A schedule was distributed. Events include:

- A leadership panel with EAB members as panelist. Karen will facilitate. The panel is open to all faculty.
- Laura Kramer will facilitate a climate workshop for department chairs on Thursday. Rhonda will assist.
- Laura Kramer will meet with AHSS Dean.
- A meeting is scheduled at 7am on Friday for Laura, Susan and the Provost.
- The presentation to the board will be based on presentation from site visit. Ann is going through to par down and revise—streamlining, but no structural organizational changes. She'll send it to Canan for review, and, then, it will be sent out to everyone; if you were scheduled to present during the postponed site visit in January, plan to cover the same section of the presentation at the EAB visit.

If there is an EAB meeting you'd like to attend, check with Julie to be sure there is space for you to attend.

Steering committee talked about what Susan and Laura should discuss with the Provost. Possible topics include institutionalization, dual career hire issues, spousal hires. Additional suggestions were solicited from committee members. Someone suggested seeking more funding for course release grants because they are inexpensive with a big impact.

Commission on the Status of Women Faculty:

- Department award given at the Kick-off. There are nice pictures of department members with the Provost and President. An It's Happening article will be forthcoming. The IHAS deadline is Monday. Julie will send a photo to Vet and Micro to post on their website.
- Commission is reworking the language of Policy 103. Staff senate is discussing the policy and has some suggestions. CSWF is discussing making this a 300 level policy so only faculty votes on it.
- Child-bearing leave policy 320 is up for vote in faculty senate. One clarification is necessary. It went to PCC. Staff may not need to vote on it.
- Policy 714 is up: it dissolves PCC and establishes a new one. This may impact other policies.

Women with Disabilities Task Force is meeting monthly. Sean Sather-Wagstaff and Jane Schuh are new members. A survey has been developed (with Christi) to solicit information on how accommodating NDSU is. Speaker Margaret Price will be on campus on December 8 in the Great Room. Jane Schuh recommended her. Her book is available at the EDC.

Climate:

Christi, Ann, Kevin, and Gary will be repeating the new faculty orientation session, Enhancing Department Climate, on January 9.

A Faculty Climate Training session is scheduled for AHSS on December 2. It is the 2nd college meeting of the year. Betsy and Kevin are in the process of finding a date for a fall session for the College of Science and Math. Training for the College of Engineering and Ag will take place in the spring.

Ally and Advocate Program

- The 1st Advocate meeting this week went well.
- A training session is scheduled for engineering on November 9 and one will take place on for the College of Ag in the spring.
- Dana will be conducting individual interviews with Advocates. She'll hold focus groups with Allies on Wednesday and Thursday. Christi has not received many responses from people willing to participate. Dana will also hold two focus groups with women faculty. More STEM women are needed to participate. Please encourage people to participate.
- The first Ally follow-up of the semester is Tuesday, September 13.

Recruitment:

Search committee trainings are scheduled for October 12 in Meadow Lark and February 13 in the Room of Nations. Encourage search committees to contact Julie to engage FORWARD in meeting with chair candidates.

FORWARD is receiving many requests for meetings with Chair candidates and resources at the last minute. FORWARD should meet with Chairs candidates. Creating a formalized process for this would avoid last minute requests. Ask the Provost to require that candidates meet with FORWARD. Angela could add "Contact Julie Nash with FORWARD to schedule a meeting with FORWARD" to checklist for chair searches. Print the checklist item in bold at first to highlight new addition. This requirement could also be added to other higher-level admin positions (e.g. VP of IT). Meetings could include a team of FORWARD members. There is already a potential set of questions that were developed from meeting with Dean candidates, so it wouldn't require too much time to pull this together.

Retain/Advance:

A Promotion to Professor Panel is set for September 20; the workshop is being developed by Ineke (Arikara). The spring dates are set, but panelists have not been decided on.

Some cohorts in the junior faculty mentoring program have dissolved, and some individuals would like to reorganize cohorts for a variety of issues (e.g. interpersonal, gender composition). Carrying cohorts through may pose an issue. It may be worth looking into why they are not working. As groups move into year 3, consider cutting back to fewer meetings a semester.

Networking

A WIR and FORWARD Sponsored session of Speed Networking will take place on Monday, September 12 in the Great Room. It's open to all women faculty. The next networking event will be at Ecce downtown on Thursday, September 29 at 4:30 for Tri-College STEM women. Another Tri-College STEM event to connect women in academy with women working in industry will take place in the spring; invitations will be extended to women working in the larger Fargo-Moorhead area. Committee members suggested contacting Ulteig, Microsoft, Sanford, and Pracs.

A **grant program information session** is scheduled for Wednesday October 5 in Meadow. RFA will be on the website by then. External reviewers' unedited comments are passed directly on to the applicant. A department chair questioned this practice due to the harshness of some of the comments. Comments included remarks about the institution, appropriateness of the research, etc. Although comments were harsh, they were constructive. A small group met about this and decided passing unedited comments on was appropriate. FORWARD should consider including a note to prepare applicants for potentially severe comments. The note could explain: 1) comments are passed on unedited as they were received from external reviewers 2) the comments may be harsh and 3) the reasoning for not editing them (e.g. in the "real world" reviewers are critical).

Leadership:

Leadership training/panels: In the original proposal to NSF, FORWARD indicated \$10,000 would be allocated to women to attend leadership training. College of Ag and AHSS have also co-funded. There are requests to bring people to campus. One compelling rationale for doing so is that people with families and/or children cannot leave for two weeks. Holding training on campus would allow men and women to go home in the evening, therefore promoting work-life balance. FORWARD should consider seeking funds from Deans and other institutional entities to bring trainers to campus (rather than funding individuals to go). Do matching funds, and make it a competitive process to participate.

One option is the Jossey-Bass series on leadership program for chairs that the College of Engineering and Architecture is currently doing. The cost is \$400-500/semester per person and includes five on-line sessions with meetings in-between. Those sessions and meetings are spread over time to accommodate schedules. The topics are set.

Charlene is part of a leadership organization that could be another option. The cost is between \$10,000 and \$14,000 to bring a speaker to campus for about three days. The number of participants is limited.

Other announcements:

Add FORWARD events to the NDSU Diversity Calendar. A part-time person has been added to support Kara Gravely Stack in the EDC.

The Childcare Center Task Force is meeting this afternoon to decide how to present findings. Provost Rafert is interested in the topic. Fourteen criteria have been developed to

evaluate possible alternatives, which range from keeping things as they are now to eliminating the Center.

The Red River Women's Studies Conference is October 7. The committee is looking for women who sell hand-made goods or organizations who sell goods that benefit women worldwide.

Other upcoming meetings/events:

September 13 – Ally follow-up training (FORWARD room)

September 29 – FORWARD Tri-College Networking Event (Ecce)

October 13 – FORWARD committee meeting (Arikara)