

The FORWARD Committee met on October 13, 2011 at 11:30 in the Arikara Room. In attendance were David Wittrock, Don Schwert, Will Bleier, Kevin McCaul, Canan Bilen-Green, Christi McGeorge, Ann Burnett, Michele Reid, Betsy Birmingham, Sandy Holbrook, Virginia Clark-Johnson, Karen Froelich, Charlene Wolf-Hall, Kay Sizer, Laura McDaniel, Kalpana Katti, Colette Erickson, Evie Myers, Jaclynn Davis Walette, Angela Bachman, Julie Nash.

Announcements

Exit interviews will be conducted of faculty who have left the university. The list that was provided from HR needs to be reviewed so we are not calling people that have not left, retired or were not renewed. The list was sent around the room such that those indications could be made.

Just a reminder that there was disabilities survey that was distributed through the faculty listserv; please take the survey and encourage others to also do so.

There are two events coming up: the first focuses on Native American Women, and the second is on women with disabilities. Cynthia Lindquist, PhD, President of Cankdeska Cikana Community College will be on campus November 22. Mary Price will be on campus December 8. It was noted that there is already a Native American luncheon scheduled on November 22 and that it also conflicts with the scheduled promotion to professor luncheon and an emerging leaders event the same day. It was noted that the university calendar is not being utilized enough to avoid such conflicts. A request was made to also make sure that the IAB gets announcements about pedagogical luncheons.

NSF Site Visit

The site visit is next Tuesday and Wednesday. Those who are expected to be at sessions have already been sent requests to their personal calendars. It is necessary to maintain the timed schedule so we will need to get people in and out as appropriate. Noted was the possibility that the site visitors may ask to speak to other people so senior personnel need to be open and available for that possibility.

As a point of information, the PowerPoint presentation was emailed out to everyone. There is a schedule for the presentation that was distributed. If there are any suggestion or questions, please contact Canan by Friday.

Internal Advisory Board (IAB)

Having the IAB at the meeting today gives the opportunity to talk about their role and what they can do as a group. A one-page handout on the FORWARD vision was distributed. The vision does not say anything about just STEM or just women – it is about recognizing the value of all faculty. The Advance FORWARD goals are more specific. The intent is to also bring these goals to a broader institutionalization by bringing them to students, staff and the community. There has been discussion about asking the IAB for help with the institutionalization.

Question was raised as to which things the committee wants institutionalized. Comments included that there are programs in the grant that need to be institutionalized but may need to be done through academic affairs; incorporating climate trainings across campus; maybe including trainings in the leadership training; including a staff member on the IAB to give them a voice; remembering that there are also professional staff; can narrow or broaden focus as needed (e.g., getting across to administrative assistants that they should provide resources equitably); utilizing the community of respect training that originates out of Texas A&M (18 faculty and staff are already trained and information is available on the website); climate is reflective of the image for the university (e.g., composition of boards and how advertising is done); there are areas in the climate survey that was

conducted that identify areas in which faculty feel less support/respect; and conduct climate survey with the rest of campus.

General discussion was around how the entire campus can impact faculty. A lot of times this happens through unconscious bias. It was noted that the challenge is often in the peer groups. Also pointed out was that staff do not understand the requirements and demands on tenure-track faculty or know that tasks can be inequitably assigned to female faculty (e.g., advising loads). It was also noted that female faculty tend to be equated to instructors and graduate students. Also, should provide information on the distinction between tenure-track and getting tenure.

One possibility to explore would be training for assistants that could be done out of the academic affairs office so that they are more familiar with the process. Other possibilities would be offering it with another training or out of another office. Someone from academic affairs could still teach part of it. Would also be good to have a discussion in part of that training as to what the different titles mean. Noted was that staff senate does a Discover U every spring and maybe something could be done as part of that; Colette is on the executive committee and could be it up for discussion. Another possibility would be to add a competency to staff evaluations. This competency could apply to just staff in academic affairs. There has also been discussions about adding something about diversity to faculty chairs and heads evaluations. The graduate school and the libraries have competencies that have been added to their staff evaluations. Other areas that could be brought up to discuss would be campus issues such as lighting at night and exceptions to parking to allow for closer access to buildings when pregnant.

Upcoming FORWARD Events

- October 25 – Promotion to Professor Panel/Luncheon
- November 1 – Leadership Development panel session
- November 18 – FORWARD Monthly meeting
- November 22 – Cynthia Lindquist, PhD, President Cankdeska Cikana Community College, pedagogical luncheon and meetings (Native American culture, faculty and students)
- December 8 – Margaret Price, pedagogical luncheon and meetings (Faculty and students with disabilities)