

The FORWARD Committee met on November 18, 2011 at 11:30am in the Peace Garden room in the Memorial Union. In attendance were Angela Bachmann, Donald Schwert, Canan Bilen-Green, Sandy Holbrook, Ann Burnett, Kay Sizer, Kalpana Katti, Amy Rupiper Taggart, Craig Schnell, Becca Hayes, Evie Myers, and Kara Gravley-Stack.

## Announcements

### ***Q1 Report***

The report is due at the end of the month. Sandy sent out a request for information. She's still waiting for information on mentoring, WFWDTF, Advocates, Networking, Research, and Grants.

***Cynthia Lindquist***, PhD, President Cankdeska Cikana Community College will be on campus on November 22. There will be a meet and greet with FORWARD faculty from 10:30-11:00. A Pedagogical Luncheon from 11:30 – 1:00 for which about 120 people are registered. 2:00 -3:30, and a meeting with administrators about Mentoring and advancing Native American Faculty and Students.

***Margaret Price***, Author of "Mad at School Rhetorics of Mental Disability and Academic Life", Associate professor of English, Spelman College will be on campus on December 8. There will be a workshop for Academic Administrators titled: "Collegiality, productivity, and working with faculty with disabilities" from 9:00-11:00. Registration is posted on the FORWARD website. There will be a Pedagogical Luncheon, "Design for universal access: teaching all students including those with disabilities" from 11:30-1:00. Registration will go up on the FORWARD website after the Lindquist event. Price's materials are very good. FORWARD members should try to make time to attend the sessions. Materials will also be available on-line after the events.

**NSF PI Meeting:** Craig, Ann, Don, Canan, and Wendy attended the annual NSF PI meeting in Washington D.C. earlier this week. They spoke with several women who are involved with Native American issues and established connections for potential future collaboration to pursue.

Craig brought back materials on Unconscious Bias. Several groups made their posters into handouts, and FORWARD should consider doing the same for future meetings. After speaking with other ADVANCE institutions, focusing on the student pipeline in future grants (PAID, etc) seems like a good idea. Also, family-focused projects could be the highlight of future posters/presentations because our programs seem to be leading the way.

**Search for Dean of Science and Math** has started, and nominations are being accepted. Send any nominations to Dean Peterson, who will invite applicant.

## Reflections from NSF Site Visit

### ***Wrap-up meeting***

The tenor of the final meeting was positive. Site visitor comments included: it was one of the most meaningful site visits; the program is making significant progress toward outcomes; and several programs have potential to become national models. Some of the challenges facing FORWARD, as noted by the visitors included: strategic planning and institutionalization; questions around leadership changes; and commitments made but not formalized. Another issue related to networking was raised: there are many interested stakeholders. How do we get the communication going with them? The site visitors' comments may have had to do with many new, less-involved individuals they met with.

Someone suggested adding a couple site visitors to the EAB. EAB size was reduced from 8 to 5 for logistical and other reasons, but adding more members is a possibility. Could consider rotating a member a year. The site visit report is still forthcoming. We will return to this discussion and any questions after we receive the report.

**Staff Senate Community of Respect program** will be held on-campus November 30, 8:00-12:30pm. The cost is \$15. The program is based on a Texas A & M model and the idea that understanding cultural values positively impacts communication and interaction. FORWARD should encourage academic units to send staff members. To do so, FORWARD will send a letter/email to each unit encouraging attendance of front-line staff, and FORWARD will pay for 1 person per academic unit. There may be shorter, follow-up sessions later in the year, and we may want to ask for a Community of Respect program for FORWARD committees, advocates, etc.

## Initiatives

### **CSWF**

Policy 320 on modified duties policy with childbearing policy. Responded to concerns from General Counsel and now it's back at Senate Coordinating committee where a response to a few more comments from General Counsel need to be addressed. It should go to Senate soon and proceed smoothly.

Policy 103 about announcements now has a staff and faculty subsection with slightly different language for each group. Separating the sections allowed the long list of exceptions to be pulled. The policy moves forward this afternoon.

### **Climate:**

New faculty orientation, Enhancing Department Climate, will be from 9:00-10:30 in Arikara on January 9.

Ally training College of Engineering and Architecture was held on Nov. 9. Relatedly, institutions at the NSF PI meeting expressed interest in hosting ally training at their campuses. FORWARD could send trainers to other universities and have them pay for travel and/or other expenses.

It was noted that the conflict resolution training could be brought to other campuses also. Search committee training may also be of interest, but some of it is institution specific.

### **Recruit:**

Search committee trainings are tentatively scheduled for February 14 and 16. One will be held in the morning and one in the afternoon. The trainings will be similar to past trainings with slight tweaks based on past evaluations.

### **Retain/Advance:**

Junior faculty mentoring program is working on finalizing mentor groups.

Mid Career mentoring program is accepting application but hasn't received any. Some of the materials from the PI meeting would make good resources to provide groups.

Networking group is working on the event for the spring. Tri-College Networking event didn't work because people were busy with grant applications and other commitments. Kara and Ann are looking for

feedback: should they open the next event to all women faculty? Someone suggested hosting an event at NDSU and inviting Tri-College women faculty. A late afternoon time may have been caused low interest. A breakfast/coffee session would be better. Consider the EDC as a location.

Grant Programs. Volunteers are needed to review grants. Right now, course release grants in particular are in need of internal reviewers. Kalpana and Don will help with those now. Most of the other grants are due in early spring semester. Amy and Kara volunteered to review grants in the spring.

***Leadership:***

The Leadership Development program is bringing in a facilitator for an all-day training tentatively scheduled for March 15. Details are being worked out.

With FORWARD staff changes, now may be a good time to form a strategic planning committee. Efforts should be coordinated with the IAB because they are also working on institutionalization. We will plan to spend a spring committee meeting discussing how we want to proceed and that discussion may result in a committee. Look at new activities, efforts, programs, and grants on campus to see how we can partner for sustainability. FORWARD could tie into other local and federal grants.

**Next FORWARD Monthly meeting** is Thursday, December 15, 2011 from 11:30am-1:00pm in Peace Garden. There will be a White Elephant exchange.