

The FORWARD Committee meeting met on December 15, 2011 at 11:30am in the Peace Garden room in the Memorial Union. In attendance were Angela Bachmann, Donald Schwert, Canan Bilen-Green, Becca Hayes, Karen Froelich, Betsy Birmingham, Amy Rupiper-Taggart, Ann Burnett, Christi McGeorge, Evie Myers, Julie Nash, Charlene Wolf-Hall, Rhonda Magel, Kalpana Katti, Donna Grandbois, and Craig Schnell.

Quarterly report

The year 4 first quarterly report was submitted and is posted on the website. If items were missed, we'll include them in the next report due at the end of February.

Site Visit Report

Work on the response will begin next week. The submission deadline is January 15. All items that need to be addressed are manageable. Sustainability and institutionalization are the two main areas to be addressed.

CSWF

College/ Dept Level annual report includes a section (H) on diversity. CSWF is developing a template for the report. Suggestions for measures/metrics should be emailed to Karen Froelich. Potential categories could be organized around 5 FORWARD goals. Organizing around teaching, research, and service may serve to highlight diversity's importance in all activities.

Advancement needs to be considered alongside diversity. Organizational Climate could include speakers brought in and workshops attended. Under the leadership section, consider adding a section about who is sent to leadership trainings. Perception on campus is that men faculty have more frequent opportunities to attend than women faculty. Ask about gender and race composition. There was discussion on whether diversity related factors should be interspersed throughout the entire report in addition to section H. The advantage to this approach is that weaving diversity elements throughout makes it easier to see the connections and integration. Those who are thinking about diversity etc. will integrate already, but a separate section might encourage those who aren't to focus more attention on those issues. Consider holding focus groups with dept. heads/chairs to get their feedback on the report structure.

Work-life survey may have information that helps shape diversity elements of annual report. Concern was expressed about overburdening chairs with having to report this information; however, requiring chairs to report may bring their attention to areas for improvement.

Course Release Grant Awardees

All 8 applications will be funded. Chairs contributed so all applicants will receive course releases. Several applicants requested two course releases.

Upcoming Events

There is a New Faculty Workshop on January 9. January 12 is deadline for travel grant applications; the grant is open to all female faculty (STEM and non-STEM, associate) to visit a mentor. On January 17, Harriette McCaul will facilitate a work-life balance discussion at the PTP

luncheon. There will be a series of events with Joan Williams on Jan 20, and there is an open forum on January 31 with the WFWD Task Force.

Spring semester FORWARD Meetings are scheduled:

Friday, January 13, 11:30a-1pm in Arikara

Friday, February 17, 11:30a-1pm in Peace Garden

Friday, March 23, 11:30a-1pm in Room of Nations

Friday, April 20, 11:30a-1pm in Room of Nations

Thursday, May 17, 11:30a-1pm in Peace Garden