

The FORWARD Committee and the CSWF met on Friday, March 23, 2012, 11:30-1:00 in the Room of Nations, Memorial Union. In attendance were: Audrey Putz, Sandy Holbrook, Wendy Reed, Ed Deckard, Tom Carlson, Kara Gravley-Stack, Betsy Birmingham, Craig Schnell, Charlene Wolf-Hall, Gary Smith, Kalpana Katti, Kay Sizer, Cali Anicha, Donald Schwert, Ann Burnett, Karen Froelih Wenfang Sun, Evie Myers, Canan Bilen Green, Becca Hayes, Dan Friesner, Roger Green, Emily Berg, Brandy Randall, and Christina Weber.

Please remember to RSVP for events to ensure we have the right amount of seating and food.

An Ally training is scheduled for The College of AFSNR on Friday, April 13.

The FORWARD Lecture Series will host Mary Ann Mason, professor and co-director of the Center for Health, Economics and Family Science, University of California, Berkeley. The schedule is:

8:00-8:50 Breakfast meeting with Deans/VPs

9:00-10:00 Meeting with CSWF and the General Counsel

10-11 Conversation with Grad Students

11:30-1:00 Pedagogical Luncheon

2:00-3:30 Workshop for Chairs/Program Directors

There will be a Promotion to Professor Panel with recently promoted professors on May 1.

The evaluations for the Scott Page events were positive overall with two to three dissenting voices per event. "Preaching to the choir" was one idea that came up repeatedly in the evaluations. That feedback brings up the question of how to get larger buy-in and the need to speak to a larger campus community. Suggestions include asking speakers to discuss topics in a way that give attendees clear information to take away and disseminate to colleagues, units, etc. Also, ask people introducing speakers to make note about how we hope the sessions give them frameworks and ideas for them to take back and use to talk to colleagues.

Don provided an update on the Science & Math dean search. Scott Wood, Dean of College of Science at Idaho, was selected. The committee was chaired by Charles Peterson, assisted by Lori Peterson. Their efforts were commendable. The committee had 17 members. There were 30 applicants. Gender data wasn't available but there seems to have been two females. The Search Committee voted to do telephone interviews of references for five applicants, all of whom were male. After considerable discussion, the Committee opted not to include the 6th-ranked candidate, who was female. The telephone interviews included at least two listed references and at least one unlisted reference. From that process, three applicants were selected for interview: Mintmire (Oklahoma State), Wood (Idaho), and Murphy (Clemson). FORWARD was scheduled for 30 minutes with each candidate. Following the interviews, the Committee did not advance two of the candidates.

While the Search turned out okay, 2 candidates deemed unacceptable by several groups that met with them. One candidate seemed underprepared and to not have considered role of dean. Another candidate had an abrasive personality. What can be done to improve the process? The committee discussed ideas:

1. Academic dean positions are critically important, yet NDSU never invests meaningful resources into deanship searches. For example, this search might have been helped by use of a headhunter. If a headhunter is utilized, make sure they have a track record in recruiting and hiring qualified diverse candidates.
2. Airport interviews of the top 5-or-6 applicants might have helped the committee in better narrowing down those suitable for on-campus interviews.
3. The search committee tended to focus on the scholarship of the applicants (counting grants, counting grant dollars, counting publications). That's important, but we're hiring a leader. And we're hiring a leader with a broad view of how a college and how a university functions. (Two candidates lacked broad view of how campus operates and couldn't envision beyond their own departments. Leadership qualities should go into a significantly weighted category.
4. Think about what questions are asked of references.
5. Look for evidence of commitment to diversity on CV. It does not necessarily have to be research-based, could be demonstrated through leadership, mentoring, service, etc.
6. For academic administration positions, consider using a headhunter. Make sure the firm has a solid track record of recruiting and hiring qualified diverse candidates.
7. Assemble smaller committees.
8. Candidates need a demonstrated record of leadership above and beyond a strong publication and grant record. Request a leadership CV and a statement of leadership with the application packet.

A leadership workshop took place on March 15. The theme was how to work with people who are different from you. 29 participants were selected through nominations by deans and invitations. There was positive feedback and requests to bring the trainers back to campus again. Deans who nominated the most participants received copies of books.

Evaluation results from the leadership workshop were positive. One evaluator noted that the images on the speakers' slides were male and commented s/he noticed because of participation in FORWARD events. That feedback echoes comments received about previous speakers and events. Ask future speakers to be aware of potential bias in their materials.

CSWF is setting up meeting with Lois Christenson (EDGO) before taking Policy 103 to the staff side of the senate.

Policy 320 made it to faculty senate. It was changed to extend childbearing leave to twelve-month faculty. President asked to have it sent to Higher Ed board. It was sent back to CSWF. Senate implemented a policy stating that CSWF member be present when any changes are made to a policy. This allows a CSWF to answer questions that arise. Process that Policy 320 went through has been helpful to understand procedures surrounding policy change and revision.

The annual report template was discussed. The Provost is trying to develop a new reporting system. The focus in annual report would be for the unit leader to respond to the information. Several issues are under discussion: what data to include; where would it come from; and how would it get in the report.

There was an update on the CSWF/FORWARD Department award/rubric. There are 15 items with a 3-point scale. The items are organized around the five FORWARD initiatives. Departments must show excellence in one or more areas and demonstrate sustainability. Applications are due April 22. Encourage units in your college to apply.

Faculty and academic administrator evaluations are not practiced consistently across campus. A group is being formed to develop instruments. In addition to the instrument, thought needs to be given to the process and the uses of the information. Concerns were raised about more evaluation of faculty, in addition to departmental reviews and SROIs already in place. Check with other Advance institutions for templates. Betsy, Brandy, Christi, Wenfang, and Kalpana volunteered to be part of the group. The group needs chairs and deans to participate. Check with chairs on Advocates.

Evie shared EEO report on applicant diversity (race/gender). The report is available for all searches. The EEO is based on information that applicants self-report. Discussion on this info included the report's citizenship information.

Attention has been drawn to the problems created for faculty by the discrepancies between NDSU and school closures. Sean Sather-Wagstaff sent letter to the President, and the President followed up with two emails. One place to look for opportunities to resolve the discrepancy is in policy. This may also be an opportunity to discuss with Fargo Public schools and other districts/colleges. Consider impact on faculty, staff, and students. Timing of postponement is also important. Decisions should be made as soon as possible, preferably the night before. Current policy only addresses who calls off school.

Updates were given on the following programs:

Grant programs – Climate and Gender Research due at the end of the month. Leap grant application period is coming up.

Climate training – Betsy is working with Christi, Wendy, and Dean McCaul on a training for College of S & M in April.

Advocates/Allies – Ally training coming up for CAFSNR. They are also working on the school closing issue.

Evaluation – February was a busy month. Many new reports are available on the FORWARD Blackboard site and the website.

A question was raised about workload agreements not aligning with reality. There is currently no institutional policy about how to deal with the discrepancy. Faculty experiencing issues should follow the chain of command (chair, dean, Provost) and also check with college PTE committee. Faculty members can work with chair to address the problem in their annual review.

Next FORWARD Meeting is scheduled for April 20 from 11:30-1pm in the Room of Nations. The next CSWF Meeting is April 25 from 12-1p in FLC 316E.