

The FORWARD Committee met on Friday, April 20 from 11:30am-1pm in the Room of Nations in the Memorial Union. In attendance were: Ann Burnett, Evie Myers, Kara Gravley-Stack, Tom Stone Carlson, Christi McGeorge, Charlene Wolf-Hall, Angela Bachman, Becca Hayes, Canan Bilen-Green, Sandy Holbrook, Kevin McCaul, Wendy Reed, and Kalpana Katti.

**Annual Report**

Send information requested by April 25<sup>th</sup>. Information was pulled from past two quarterly reports. Sandy needs updates. The report will be oriented towards the five goals. Don't worry about the writing (bullet phrases are ok)—just send the information. Please also send challenges, opportunities, and best ideas yet. There is no page limit. The report will be submitted on May 1.

**Events**

There is an upcoming FORWARD Lecture Series on April 23 with Mary Ann Mason. Some of her articles were sent out and will also be posted on website and shared with attendees. Here are some of the sessions she will hold:

8:00-8:50 Deans/VPs

9:00-10:00 CSWF

11:30-1:00 Pedagogical Luncheon

2:00-3:30 Chairs/Program Directors

A Promotion to Professor Panel with newly promoted professors will be held May 1. Panelists will be Julie Garden-Robinson, Bonnie Klamm, Kent Kapplinger, and Sumathy Krishnan. Dinesh Katti will facilitate.

A Community of Respect Workshop for department administrative assistants is scheduled for May 15, 16, 17. We are seeking nominations from deans and chairs/heads for 3-6 administrative assistants from each College. Trainers are lined up, including peers of attendees.

In the Advance proposal, as part of our climate enhancement initiative we mentioned that chairs would attend half-day anti-racism trainings. In years 1-2, chairs were strongly encouraged to attend anti-racism training. Since then Evie's office is providing support for community of respect workshop but not for anti-racism training. However, there are still trainers on campus who can offer the anti-racism training. We'll check with the trainers to see if they'd be willing to offer this training for chairs once a year.

**NDSU Climate**

The group discussed positive and negative changes around climate. Assessing the impact of programs on the five goals (e.g. did attending training impact participants experience of climate at NDSU). From evaluation data, 70-75% of respondents say it is having a positive impact on their view of climate.

- In open questions, respondents report negative perception of climate (e.g. say grants don't help w/ "old boys club").
- When not prompted, respondents (< less 10%) report that FORWARD work/funding is devalued.
- Quantitative data supports improvement in climate, qualitative does, too, but there is a subset.
- There seems to be a gap in policy adherence despite understanding policy and rationale. This is confirmed by random comments in reports and evaluations.
- New hires (both faculty and administrators) seem to be having a positive impact on climate.
- Maximizing efficiencies coming down from the State Board may have an impact on FORWARD goals. One concern is that programs may be cut based on low enrollment based on the following statement in documents: "low enrollment could trigger a program review." We may want to consider drafting a document that discusses other ways to value programs besides graduation numbers.
- Ally training: Newer faculty seem to have better understanding of climate issues, gender equity, work/life balance
- Computer Science department is near top in the nation for gender balance in the department and have been very accommodating. Geosciences was thrilled that the new hire is woman.
- Civil Engineering hired their #1 candidate who is a woman. The department worked hard to recruit a diverse candidate pool
- Policy 320 was passed. It is unclear whether the President still has the policy or has signed it.

### **Advocates/Allies**

- A call for new Advocates is out now. Applications are due on May 3.
- Sean, Tom, Chad are going to Louisiana Tech on October 11 to hold 3 Advocate trainings for the Engineering College.
- Nominations are sought for faculty senate president. Nominations are due in May. Send names to Tom.

### **Leadership**

- An ACE Regional workshop is scheduled for September 19-21. More information is forthcoming. FORWARD will support NDSU faculty. There is a competitive nomination process. The training will be held in Fargo, off-campus.
- In a follow-up with March leadership training attendees, more individuals have been added to the leadership listserv. A group will be formed to brainstorm about a book club/discussion group.
- Trying to plan another leadership workshop next spring. Send ideas to Charlene.

- Two leadership grants were awarded to: Rooth Varland, AHSS, Yeong Rhee to go to HERS training. Colleges are contributing half of funding.

### **CSWF**

- Policy 103 was discussed with Provost Rafert. Some of the Provost's feedback and Lois's input on the policy related to consistency were incorporated. The policy has been sent to the Senate and it will be discussed at the meeting on Monday. The policy is significantly improved and should move forward, but CSWF may come back to it. The big change was separating faculty and staff.
- CSWF Department award nominations are due April 22. Amy is sending a reminder to the faculty listserv.
- VP of ITS search is suspended.

### **Mentoring program**

Planning for next fall's mentoring program is underway.

### **Research**

Cali and Ann are working on an article that is almost ready to go out.

### **Grant program**

Leap research grants are due April 27. One application for climate and gender research grant has been received.

**Next FORWARD Meeting** is Thursday, May 17 from 11:30-1pm in the Peace Garden Room.