

The FORWARD Committee met on June 21, 2012, 11:30 in the Room of Nations. In attendance were: Christi McGeorge, Angela Bachman, Kara Gravley-Stack, Ann Burnett, Kevin McCaul, Karen Froelich, Sandy Holbrook, Canan Bilen-Green, Becca Hayes, Betsy Birmingham, Emily Berg, Charlene Wolf-Hall, and Wendy Reed.

The annual report is submitted and is posted on the website. The external evaluator report is being prepared by Dana Britton and will be submitted with the fourth quarter report in August.

CSWF

The CSWF received two nominations for the Department Award. New rubric for this year's award based on feedback from last year will be used. The decision will be made by the end of July in time for the fall kick-off event.

The CSWF is talking through what data on climate and diversity to include in Unit annual reports submitted to Chairs, Deans, and Provost to demonstrate progress toward five goals. Provost does not want reporting to be redundant. Search committee information, 12 indicator data and other relevant data could be reported to departments and colleges and the unit report could be a response to the data. The annual report template shrunk to a two page document. Decisions need to be made about what to do with the report. Options include a separate report to the Provost or included as a fourth section in the annual report. There will be no action for current reports. Chairs submit reports to deans by July 15.

Questions have arisen about implementation of policy change. For example on policy 103, to what extent do Deans know that they need to have internal searches for appointments?

What documentation exists for the stop the clock policy and how does that translate into future PTE evaluation? Most tracking of tenure time is held in the department; however, stop the clock is tracked at the college level. In the tenure screen in PeopleSoft, there is a function to track this and the portfolio cover page has/had a place to note an extension.

There is a doctoral student at UND doing research at six North Dakota institutions on women faculty experiences with childbirth and adoption and the impact on tenure.

Report on Community of Respect (CoR) Workshop

On May 15, 16, and 17, 23 administrative assistants from academic units completed the COR workshop and received completion certificates. According to feedback from trainers, the training was well received. Recruitment for participants was through nomination from Deans and Chairs, and that worked well. There was a pre- and post-assessment, which has not been processed yet. COR would like to hold another training, potentially over winter break.

Search for Excellence

A small committee was formed to develop search committee training for groups besides faculty. The committee is made up of three HR people, Canan, Sandy, and Angela. They have met several times, identified audiences, selected portions of existing trainings that are applicable. The new training will be in both online and face-to-face formats for administrative assistants and for positions other than faculty positions. The training will be an institutionalization of FORWARD efforts. It will address unconscious bias and good practices and brings a basis and consistency of knowledge across search trainings.

2012-2013 FORWARD Events and Calendar

See attached copy of the schedule. There are still a few events that need to be planned. Send any additional training/workshop dates (and details) to Becca by July 10 for inclusion on the FORWARD Calendar.

EAB visit

The EAB visit will be October 2 and 3. The schedule has been finalized. In addition to meetings between the EAB and FORWARD and other campus groups, Peggy Johnson will hold a session for chairs and senior women on leadership and fundraising.

Graduate Assistantship Applications

There are 18 complete applications with a handful of promising candidates. We'll be reviewing the applications and conducting interviews over the next couple weeks.

Climate training

Training went well with College of Science & Math. Chairs established goals about what to do differently related to climate. One goal for next year is to talk to Charlene and David Buchanan about a climate training for the Ag College and tailor the information/data to what each College wants for their climate trainings. Some Colleges may be challenging because of size or gender composition, but broader analyses can be conducted.

Mentoring programs

RCCAT interested in helping by funding grants for mentorship.

Research

One paper is almost finished.

Evaluation


Several surveys and evaluations are out. The largest is the mentee and mentor survey. A reminder went out yesterday. Christi will work on evaluations and reports to report findings at the end of July.




 Climate

 Recruitment

 Retention

 Advancement

 Leadership

FORWARD will facilitate an Enhancing Departmental Climate session at New Faculty Orientation on August 13 and another session will be scheduled for the beginning of the spring semester.

Grant programs

Climate and gender research grants are under review. Leap Lab and Leap Renovation had over 20 applications. They are out for external review, a costly process. There may be another year of funding for Leap grants. For next year, we may want to consider ways to cut the cost of the external review.

The next FORWARD meeting is scheduled for Thursday, July 19 from 11:30-1pm in the Room of Nations.