

The FORWARD Committee met on Thursday, July 19, 2012, 11:30 in the Room of Nations. In attendance were Christina Weber, Kara Gravley-Stack, Betsy Birmingham, Donna Terbizan, Gary Totten, Tom Stone Carlson, Christi McGeorge, Don Schwert, Gene Berry, Harlene Hatterman-Valenti, Dogan Comez, Evie Myers, Ann Burnett, Christopher Wilson, Wendy Reed, Craig Schnell, Kay Sizer, Karen Froelich, Canan Bilen-Green, Becca Hayes, Kendra Erickson-Dockter, Kalpana Katti, and Mark Meister.

Meeting attendees introduced themselves.

A new FORWARD graduate assistant, Kendra Erickson-Dockter, has been hired to start at the beginning of August. During the transition from Becca to Kendra, please direct inquiries and requests to Canan and Kendra.

The time for the FORWARD Climate training at new faculty orientation in August was reduced to 60 minutes because orientation is only one day instead of two this year.

CSWF—Christina/Karen

Department award has been decided but not announced. The awardee will be recognized at the kick-off event. Tenure and promotion is not acknowledged at the University level and the Kick-off event may be a good event to recognize tenure and moving up the ranks, as part of the mission of the grant dedicated to the tenure and promotion. Space in President's House may be an issue. A separate event could be held—check with the President and University about this. Promotion and tenure names used to be run with a list of names in the Forum. We could check with the Forum about resuming this practice.

Mentoring programs –Wendy, Don

The mentoring program is preparing to kick off new year.

Advocates/Allies – Sean/Tom

Ally Trainings are scheduled for campus for next year. Three Advocates will train faculty at Louisiana Tech and to help develop their own program.

Advocates may be invited to ASEE-WEPAN Symposium next year to do another training.

Evaluation – Christi

Grant programs survey is finished as of yesterday. Findings and reports will roll out in the coming weeksChristi is working to locate faculty who have left in the past few years and contacting people to find out if they are interested in talking with Dana Britton. Dana Britton will start exit interviews in September.

Grant programs – Canan

Climate and gender research grant is under review.

There were more than 20 applications for Leap Research and Lab Renovation programs . FORWARD is looking for internal reviewers for final decisions. Distinguished professors may be good group to ask.

Grievance procedure

The FORWARD Steering Committee is generally unfamiliar with grievance process. Faculty Senate presidents explain the process.

-The standing committee on faculty rights (SCOFR) deals with tenure and promotion decisions. Full professors serve on the committee for 5 years. SCOFR has a manual. Past General Counsel helped Faculty President locate information.

-For faculty grievances about decisions/actions that happen at local level, 12 faculty members are selected. When grievance is initiated, Faculty Senate President chooses a chair and each party chooses one person for a total of three people. Sometimes a decision needs to be made about whether an issue is grievable. The issue is sent to the standing committee for decision. One issue related to grievances is that faculty may not understand policy on faculty rights. Another policy related to grievances is Policy 353- special review committee. According to Policy 353, you fill out a form. Then the first step should be to try to resolve the issue through discussion. (E.g. the chair can encourage mediation process, which can be positive experience). Policy may need some work to clarify process and training on policy may be necessary.

Committees can get distracted from main grievance and analyze issues of merit.

General Counsel's office is willing to help with training on procedure, etc. General counsel can be in a tight spot. Conflict may arise because the grievant assumes General Counsel will represent University.

In the process of scheduling exit interviews, faculty are telling stories. Many of them could have grieved but didn't realize it. Some may also avoid grievance process because it can be drawn out and difficult process.

NDSU may need an Ombudsperson to guide faculty, staff, and/or students. To address grievance issues, a two-pronged approach may be best: clarifying process/policy and Ombudsperson. Ombudsperson may save time and money.

Ombudsperson may not have exception from public records, not a confidentiality privilege. Ombudsperson usually reports to University System president.

People with grievances do not trust process because confidences have been betrayed.

Grievances not always clearly written to identify policy violation. Consider giving more guidance on this process—forms and training. Consider planning a one-hour educational session on faculty rights and grievance process as part of the Climate initiative. Session may also encourage Ombudsperson. Consider training for heads/chairs—admin session could be focused on how to avoid grievance. Consider a session on avoiding the grievance process. Keep session title and description positive and focused on rights.

Encouraging faculty to get involved in policy, faculty governance to educate themselves and others is another way to ensure the campus community is knowledgeable about grievance issues. Faculty are reluctant to get involved because service is devalued at the institution.

If FORWARD is going to initiate this, we will want to look at grievances related to gender.

On the staff side, the grievance process is run out of the HR dept. From climate survey a few years ago, there is greater fear of retribution on the staff side than faculty.

Vice Provost for Faculty Advancement may be person to send grievances and issues to.

Other:

The fourth quarterly report is due soon. There will be a forthcoming email for report submitted by August 15.

Next FORWARD Meeting: Thursday, August 9, 11:30-1:00, Room of Nations