

The FORWARD Committee met on Friday, September 7, 2012, 11:30 in the Room of Nations. In attendance were Amy Rupiper Taggart, Kalpana Katti, Sandy Holbrook, Sean Sather-Wagstaff, Elizabeth Birmingham, Kay Sizer, Christina Weber, Bruce Rafert, Christi McGeorge, Angela Bachman, Don Schwert, Kendra Erickson-Dockter, Canan Bilen-Green, Karen Froelich, Rhonda Magel, Charlene Wolf-Hall, Scott Miller, and Wendy Reed.

**Announcements:**

Q4 report has been submitted. If anything has been missed please make a note and they will add it to the next report, which is due in November.

**PTP Panel of Deans – September 25**

Most deans have said they will participate.

**EAB Meeting – October 2 and 3.** This is their 4<sup>th</sup> visit. This may not be their final visit, but it's one of their last visits. There will be reminders for RSVPs to get a head counts.

Tuesday, October 2

- 2:00-3:30 There will be a Session for chairs and senior faculty on leadership and fundraising given by Dr. Peggy Johnson.
- 3:00-4:00 Meeting with Women with Disabilities Task Force

Wednesday, October 3

- 8:00-10:00 Important meeting FORWARD presentation and discussion with EAB. No one is required to be at the meeting (presentation), but it may be helpful to attend.
- 10:30-11:30 Meeting with Deans and Provost
- 11:45-12:45 Lunch with Promotion to Professor Task Force
- 1:00-2:00 Meeting with Commission on the Status of Women Faculty
- 2:00-3:00 Meeting with Search Committee Training Group
- 4:00-4:30 Wrap up meeting with FORWARD and EAB. They will report to us as how we are doing.

**Advance FORWARD Project Updates:**

**CSWF – Karen**

- There is a meeting next month and they continue to work on various policies.

**Mentoring program – Wendy, Don**

- There is a nice cohort of both mentors and mentees. There will be a social event to meet and greet for both mentors and mentees.
- Letters are going out to thank deans and mentors.

**Promotion to professor, leadership – Charlene**

- There is a PTP luncheon on Sept 25. There will be a panel of deans.
- Otherwise there are leadership events on calendar and a leadership workshop in spring break. This will include the Fernandez’s again, but will be a different program than before.
- ACE, a regional workshop, will be held next September. Virginia Clark Johnson and Evie Myers are working with the event. There is certain number of spots for the workshop for NDSU. However, we need to guarantee a minimum of 20 seats. They have to admit individuals to the program to participate in the workshop. This is a good networking possibility from the regional areas

**Advocates/Allies – Sean**

- We are focusing on 2 missions: education and training for allies and advocates.
- We have ally training on Sept. 27<sup>th</sup> that will be at the same time as a pedagogical luncheon. Please encourage your male colleagues to sign up for one of the trainings.
- Are not done college specific training, because we are trying to keep it open for everyone.

**Research – Ann, Christina, Rhonda**

- Christina has moved out of the role to get involved with XXXX.
- Two research papers submitted on the following topics: 1) gender and students teaching evaluations and 2) wellness, gender, and climate issues.

**Climate – Betsy**

- They are working on lactation on campus, such as lactation support on campus. Let the group know if you need information. Typically 15-20 people come to the lactation meetings.
- She has been in touch with David Buchanan about doing some climate work in college of Agriculture.

**Evaluation – Christi**

- Dana Britton annual evaluation is coming up. She comes annually to do online and in-person surveys/research.
  - Dana goal is to encourage us and for us to continue our great work.
  - Dana and EAB have conversations.
  - She typically meets with Christi once a month by phone.
  - She read the report on XXXXX and had range of suggestions.
  - If anyone has questions on XXXXX, please direct the questions to Christi and either she or Dana can answer them.
- Christi will be presenting on survey/questionnaire grants and women on campus (WHEN?). There will be a report. Consists of 84 groups. Asked climate questions. The

amount of data was pretty impressive. Please take a look at it. It will be on the website and there may be a reminder on the listserv.

- There is also climate data that will be pulled out of the mentoring survey.
- New faculty climate enhancement orientation
  - The orientation had to be downsized to 60 minutes. Due to the limited time, some specifics had to be taken out and adjustments were made. The new faculty seemed to have liked the orientation, especially the table discussions. However, the depth of conversations was lost due to the amount of time. The presenters were able to get the information out also were able to have a discussion on the climate at NDSU.
- PTE workshop was earlier this week. Wednesday's session went better, than Tuesday, because there was no time to do case studies on Tuesday (only presentation occurred).
  - Christi will conduct the survey analysis separately.
  - The workshop had a mix of attendees (new members and experienced members).

#### **Grant programs – Canan**

- The Kick-off was August 30<sup>th</sup>. LEAP awards and lab renovations were given; however, several names do not appear on the Kick-off brochure. There were 3 more LEAP grants given thanks to EPSCORE's extra funding.
- This is the final year for grants through ADVANCED funding. She does not know what will be able to be awarded in the future. It will depend on what EPSCORE can contribute.

#### **Search Committee Training - Sandy**

- She was wondering when a good time is to have search committee training.
  - Is October and February alright times to conduct the training for search committees? Should we separate in the trainings in months such as September/November, or do them back to back. What do different people think would work best? She would appreciate some feedback.
  - Some suggestions include:
    - Maybe add that question to the evaluation this semester.
    - In the future, have the training in late April, because some searches begin in summer and some are inviting people to come interview in October.
    - For engineering, February would work fine.
    - Training should happen in early August or maybe late April may work better.
    - It would not hurt for individuals who are not yet on a search committee to get involved, so they have information when the time comes.
    - Separate sessions would work best.

- If trainings were back to back keep in mind those people who teach on Mon, Wed, Fri or Tues, Thurs.

## Discussion

### - Institutionalization of the Advance FORWARD project

**Excerpt from the proposal:** *Upon completion of NSF funding, the Provost will sustain and institutionalize the following ADVANCE FORWARD programs: the FORWARD Center (its space and facilities, and staff position), the CSWF, the Allies program, the Mentoring program, and the Competitive Research grant program (through RCATT).* **See the entire proposal at**

[http://www.ndsu.edu/fileadmin/forward/documents/NDSU\\_ADVANCE\\_FORWARDFINALupdated.pdf](http://www.ndsu.edu/fileadmin/forward/documents/NDSU_ADVANCE_FORWARDFINALupdated.pdf)

This group started to come together 10 years ago (2001-2002). Since then, the group has come together once a month. This is the 5<sup>th</sup> year of funding from NSF. Therefore, there needs to be a discussion as to what we will do in the future. In the past, the group was funded by engineering dean.

### The future of the FORWARD group:

- There are many ways to institutionalize FORWARD. FORWARD has somewhat earned some legitimacy.
- People will keep doing it as service type activity and there will always be a role for the group depending how you see the group.
- Some questions that must be thought about when institutionalizing includes:
  - Does FORWARD need to get more formalized?
  - And if we become more formalized, how formalized would/should we be?
  - What would we lose/gain?
  - What issues would come with this?
- When we started most group members were assistant professors, now we have more administrators within the group. With new roles, we are viewing issues differently. FORWARD may need more women assistant professors to take over and to be interested in what FORWARD will become.
- Although we have made significant progress, we need to keep in mind that the old issues are not gone and that there may be a new host of issues as well. Today, we are sitting at 17 women professors.
- We need new voices, because they are not entirely socialized into the group.
- We should ask certain groups to come and be a part of FORWARD and ask what they need and what issues are important.
- Dramatically different issues may be creeping up and people may be involved in different types of groups, etc.

- In regards to research, FORWARD needs women involved in the scholarly activities. We need to look at recruitment for people to be involved in research, such as in the field of humanities, etc.
- FORWARD will want to keep updated on institutional issues. When we disconnect from the grant we can then look in different directions.
- We need sustainable ideas for FORWARD. We want FORWARD to be able to change and build in mechanisms for change. In addition, we need to work on leadership development.
- We should possibly create spaces that people can get together. Connections can be empowering.
- The Provost talked about the “next step” for FORWARD.
- One possible path may be to form an institutionalization group during the last year of the funding or as a new piece to the grant. It would be good to know what institutionalization may require.
- An Institutionalization working group. This group could look at the annual base funding for institutionalization. Then the group could answer questions about the future of the FORWARD group. The group could discuss consequences if there will not be as much funding – what programs make the greatest impact. Maybe Christi can bring data as to what programs made the most impact (biggest bang for the buck).
- Article Coach Survey - There is some nice data. It is broken down by gender, faculty rank, etc.
- The dept is the problem for women faculty. Department/colleagues are the best and worst part for women.
- Systemic issues are affecting everyone, but we are really feeling it at the department level because that is where we are most the time.
- There is no formal/uniform process to evaluate the department chairs. Science and Math has a beautiful/helpful model. They have a yearly evaluation.
- NDSU faculty are overloaded. Provost wants to reduce the load.
- In Century Theater - Provost will present the data at a community forum. NDSU faculty are working harder than peer institutions. Service load is larger here than other places, but hard to quantify.

**Next FORWARD Meeting:** CSWF will be attending, Friday, October 12, 11:30-1:00, Room of Nations