

## **FORWARD Meeting Agenda**

### **February 15, 2013, 11:30, Room of Nations**

The FORWARD Committee met on Friday, February 15, 2013, at 11:30 in the Room of Nations. In attendance were Sandy Holbrook, Christi McGeorge, Don Schwert, Kendra Erickson-Dockter, Charlene Wolf-Hall, Betsy Birmingham, Gary Smith, Wendy Reed, Canan Bilen-Green, Cali Anicha, Emily Berg, Ann Burnett, Angela Bachman, Scott Wood, Kara Gravley-Stack, Eugene Berry, Kevin Brooks, Rob Gordon, Sivagura Jayaraman, Scott Pryor, Christopher Ray, David Skilenat, and Mark Sheridan.

#### **Announcements:**

- February 19, Power of Dead Even Rule Workshop - women faculty
  - Women faculty from FORWARD please sign up. There are several seats left.
- March 14 & 15, Leadership Development Workshop
  - Ruben and Claudia Fernandez will be the presenters. They will be flying in for the workshops.
  - On March 14<sup>th</sup> there will be a special executive session for invited deans and vice presidents; general counsel will be invited as well. The mini-leadership workshop is titled “The Powerful Apology.”
  - On March 15<sup>th</sup> there will be a day-long workshop. Deans were asked to nominate faculty members to attend the workshop. The workshop topics will include persuasion, conflict, and emotional intelligence.
- March 18 & 19, Power of Dead Even Rule Workshop - women staff
  - Please encourage female administrative assistants and staff to attend. Will talk about women-to-women and women-to-men interactions.
- March 20, Ally training for all male faculty
  - The College of Science and Mathematics Ally training was rescheduled for March 4<sup>th</sup>. The registration link is on the FORWARD webpage.
- March 28, Climate and Gender Equity Research Grant Deadline

#### **Anti-Racism Training –**

- The training for department chairs and deans took place on Jan. 22, 2013.
- The training discussed racism as an institutional problem, not an individual issue.
- The trainers said the training was a very good and they had a very positive group attend.
- Evaluations – 17 attended the training. Overall the evaluations showed very positive feedback. One person suggested that maybe Promotion, Tenure, and Evaluation and

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faculty search committees should include some of the racism information in their trainings as well.

- The training is not offered on a regular basis, which makes it hard to encourage people to attend. However, the trainers can offer the training as often as people would like.
- In the past, the trainers have conducted staff, faculty, and administration sessions. Although this training included only administrators, the trainers believe that it is better to not target a single group. They believe that it works better when they have differing groups/audiences and differing points of view within a training group. In the future, individuals may want to target groups somewhat but try to get participants who have different institutional roles in the group to be trained.
- Something to think about would be to have the Advocates and Allies attend the training.

#### **Recruitment**

- Search Committee Training –
  - Completed 2 training sessions in February. Approximately 30 people attended the 2 sessions. It was nice to have smaller groups for the discussion and case studies. The participants seemed to really enjoy the case studies. The trainers were surprised by some of the interesting discussion.
  - The trainers will revamp the case studies and questions for future search committee sessions.
  - Should the trainings be offered at other times throughout the year? What time of the year would be most useful for departments? Let Canan know if you have suggestions.
  - Search Committee Training is not required. However, anyone who is serving on a search committee is encouraged to attend.
- Candidate Diversity –
  - Hire diversity - Discussion of the positions that are still accepting applicants regarding gender and race/ethnicity.
  - For instance, the Vice President for Research position - 15 males and only 1 female have applied for the position.
  - Are we actually increasing the number of women being hired into tenure track positions?
  - The Provost's Office has started to keep track of those who have taken the faculty search committee training and the candidate diversity data. They are also looking at whether the search committee chair has taken the search committee training and who was hired for the position.

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#### **Climate and Gender Equity Research Grant Pedagogical Luncheon –**

- A presentation was given by the Climate and Gender Equity Research grant recipients (STEM faculty and STEM application faculty). The team investigated the complexities of assessing student learning in light of readily activated stereotype threat and came up with different results at NDSU compared to Colorado.
- The pedagogical luncheon evaluations were relatively positive.
- Attendees of the luncheon inquired about the grant and the grant's deadline which is March 28<sup>th</sup>

#### **Advocates/Allies**

- History of advocates and allies program –
  - At the proposal stage, the Chronicle article came out (2007). The group already had all many of the programs in place for the proposal, but the article brought attention to the proposal and the group decided to create a program for men to help the cause. They decided to create a group of men who would educate themselves on gender and climate issues..
- Summary of major activities, and discussion of advocacy efforts –
  - Eventually the group ran into issues. They then came up with the idea to create Advocates (tenured male faculty). The initial group of Advocates took approximately 1 year to train themselves, and the group had a trainer come in from Michigan to provide training for them.
  - The group decided to hold several Ally training sessions per semester and created the Ally coffee meetings to keep Allies involved and up-to-date.
  - The group also created a subcommittee to address the fact that women received very few of the major institutional awards/recognitions.
- Ally training sessions and ally coffee meetings –
  - Rob, Chad, and Scott have conducted the Ally trainings. Currently there are a total of 144 Allies and 22 Advocates.
  - The idea of the trainings is to take the information/education back to the participants' own units.
  - Overall, evaluations for the trainings have been good (90%+).
  - The reasons why men are attending the Ally trainings is different from a year ago. Currently, some deans are encouraging support and attendance of Ally trainings. Previously, Ally training attendance was motivated by personal interest and values.
  - In the trainings, the trainers discuss women's recruitment and retention issues and climate issues. The more recent trainees are less persuaded about the reality of

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the climate issues . Trainers have found that when people who have been told to go to the trainings, the discussions about climate become a little more confrontational.

- The trainers may now need to revamp how to deal with the different group of attendees, because the new attendees do not seem to see as many issues on campus as previous groups had. In addition, everyone now may not have as much buy-in about gender issues. This may mean that we are reaching those who really need the training, which may be why there is not as much discussion on the topics.
  - Attendees have indicated that they would like to see newer and more specific data for the university in the presentation. The trainers could possibly glean out some more specific information for the training from the work-life survey to let the participants know what women experience at NDSU.
  - Currently we have a fairly decent level of Ally saturation, but additional training in the future could build upon the current base.
- Advocate training –
    - Many Advocates feel more of a sense of responsibility to speak up for women on campus.
    - Advocates have learned a great deal about the issues around campus and are trying to come up with new information/materials.
    - Advocates try to meet once per month to discuss relevant literature. Lately they have been discussing book chapters/articles/papers and engaging in discussions and self-reflection.
  - NSF PAID Proposal and Papers –
    - Ann and Cali are revising a paper on the Ally Program.
    - An ADVANCE PAID proposal has been submitted to NSF to disseminate the Advocates/allies program.

#### **Evaluation, Climate Survey –**

- Campus climate survey needs to be conducted again. There was a 2003 campus climate survey and then another conducted in 2008. There are some concerns about the 2008 campus climate survey because it may have been done too close to the FORWARD work-life balance survey.
- We are hoping to use campus resources for the survey rather than an outside consultant.
- The next campus climate survey will be conducted Spring 2014, and the FORWARD work-life balance will be conducted in the Fall 2013.



● Climate

● Recruitment

● Retention

● Advancement

● Leadership

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- We would like to the 2 surveys (campus climate and work-life balance) to be complimentary.
- May discuss how to use the work-life balance survey to collect campus climate data. How can we combine the two?
- There will be better participation from only one survey, even if the 2 surveys are conducted a semester apart.

### **NSF Q2 Report –**

- Due no later than Feb. 25<sup>th</sup>, 2013

**Next FORWARD Meeting:** March 22, 2013 – Room of Nations