

FORWARD Meeting Agenda

March 22, 2013, 11:30, Room of Nations

The FORWARD Committee met on Friday, March 22, 2013 at 11:30 in the Room of Nations. In attendance were Amy Rupiper Taggart, Sandy Holbrook, Don Schwert, Kendra Erickson-Dockter, Charlene Wolf-Hall, Gary Smith, Canan Bilen-Green, Ann Burnett, Angela Bachman, Scott Wood, Craig Schnell, Evie Myers, Provost Raftert, and Sean Sather-Wagstaff.

Announcements

- Monday, women in science presentation will be given by Rhonda Magel.
- Volunteers are needed to meet with candidates throughout the rest of the semester. The groups do not need to be large. We only need a few people to talk about the programs for both men and women faculty. Please keep in mind that these meetings are for us (FORWARD members) to promote NDSU to the faculty candidate not us interviewing them.
- March 28, Climate and Gender Equity Research Grant Deadline
- April 2, Advocate Applications Deadline
- April 8, Power of Dead Even Rule Workshop for Women Staff
- April 26, LEAP Research and Lab Renovation Grant Deadlines
- May 9, FORWARD End of Five Years Reception Celebration (not structured yet).
 - Currently May 9th is our FORWARD meeting date. The idea is to bring everyone together to celebrate at the end of the school year.
 - Please keep in mind that this is a possibility. It is not for sure yet. We need ideas what we could get from that reception. May be have a component to invite people to come to become part of FORWARD, for those who would like more information about FORWARD, or to ask questions of FORWARD members. Should we celebrate and inform the campus community, or should we have a celebration for the workers of FORWARD?
 - One idea...This should not be a discreet single event. We should inform community of major accomplishments (informative phase) and celebrate the FORWARD NSF era. For instance...This was NDSU then and this NDSU now...may lead to several forums. Do we want to have a mini-retreat for the post NSF FORWARD and think about what information we would need to use in the mini-retreat.
- It would not hurt to talk to NSF about the transition to institutionalization and operational issues. Maybe they will assist in some transitional activities.

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- Don is going on an ADVANCE site visit to Texas A&M University

ADVANCE PI Meeting –

- Canan, Don, Karen, and Ann went to the ADVANCE PI meeting a couple weeks ago. They were considered the oldies of the group and were able to talk to other groups about their experiences. Since then, materials are requested from us. The newbie groups are coming to us for resources.

Faculty with Disabilities Task Force –

- Faculty with Disabilities Task Force has been focusing on 2 policies. In policy 352, the task force is adding language for tenure clock extensions and modifying language to clarify the policy. They recently had an open forum and got great feedback from the attendees. They are also reviewing policy 168, which refers to reasonable accommodations request for disabilities. The individual wanting to utilize the policy will need to go to Human Resources (HR) for the request, rather than their department chair or college dean (which has previously been done). Having a central office will help the accommodation process when working with the departments to a certain extent. The change is currently in process and should be in the Senate soon.

Commission on the Status of Women Faculty –

- Department Awards announcement came out recently. April 22nd is the deadline. The announcement email came from Ed Deckard.
- At one of the meetings, it was recommended that the commission have a committee to work with students.
- Administrative evaluations - Karen has talked to deans and is trying to figure out how to get administration evaluations started. She has pulled together some information and we need to figure out what the next steps are.

Administrator Evaluations –

- The policy group (CSWF) is looking at policies and the evaluations group is looking at instruments. They currently are at the end of the tool collection period. They asked leadership facilitators if they knew of good policy 360 instruments. Challenges exist, because the jobs and duties are slightly different for many administrative executives (e.g., deans, chairs, and unit directors).
- How confidential are evaluations in an open records state?
 - We need to try to address this issue.

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Power of Dead Even Rule Workshop –

- The presentation was given by Marie Hvidsten. The workshop was on communication style differences by gender and trying to see the differences to make an even playing field.
- Many staff thought it was a good presentation and worthwhile. Some attendees felt that it would have been beneficial to have males in the room to hear the differences in thoughts and perspectives. It may be helpful to have people with supervisory roles attend as well.
- Have we thought about having men and women together or just have one workshop just for men?

Leadership Development Workshops –

- Thursday dinner mini-workshop was titled “The Powerful Apology” and was attended by executive administrators.
- The workshop on Friday had 30 participants (emerging leaders).
 - There was some rather shocking data from the faculty’s emotional intelligence assessment. The facilitators said they have never seen a group as stressed as the faculty here. They recommended doing peer support groups. They will be sending modules and we could maybe have some luncheons focused on the modules.

Ombudsperson –

- The group met informally last week. It is the same group that did the summary for the senate. We may want to start strategizing how to get the word out and finding a new Ombudsperson. This will be a nationally advertised, full-time position.

Advocates/Allies Program –

- They finished all the trainings for the semester. One ally training was open to all male faculty and two were college specific ally trainings. Had 65% of ally participation in the College of Science and Math.
- The call for Advocates announcement has gone out. If you think anyone would be good for this position please let them know about the announcement and how to apply.

Other -

- We have FORWARD event participation lists. What should we do with the non-participants?
 - Are there pockets? Are there spots where large gaps exist? Check to see if there are groups of faculty and/or departments not participating. Aggregate at the department or college level and let deans/chairs handle it.

Next FORWARD Meeting: April 19th, 2013 – Room of Nations