

## **FORWARD Meeting Agenda**

### **September 27, 2013, 11:30, Prairie**

The FORWARD Committee met on Friday, September 27, 2013 at 11:30 in the Prairie Room, Memorial Union. In attendance were Angela Bachman, Ann Burnett, Betsy Birmingham, Canan Bilen-Green, Charlene Wolf-Hall, Craig Schnell, Emily Berg, Evie Myers, Karen Froelich, Sandy Holbrook, Scott Wood, Wendy Reed, Scott Pryor, Kendra Erickson-Dockter, Bruce Rafert, and Kara Gravley-Stack.

#### **Announcements**

- Oct. 1, Faculty Search Committee Training
- Oct. 1, Ally Training
- Oct. 1, PTE Training for administrators
- Oct. 2-3, External Advisory Board Visit
- Oct. 4, Dana Britton – “NDSU Climate and Why Faculty Leave”
  - Dana will be sharing her data and Christi will bring her data as well. She will look at more recent climate data.
- Oct. 15, Rachel Toor – “Thinking Well and Writing Well”
  - She is coming to campus as part of the mentoring program. All faculty are invited to attend.
- Nov. 1, Course Release Grant Deadline
- Nov. 6, Robert Cipriano – “Fostering a Collegial Department: The Role of the Administrators and Senior Faculty”
  - Academic administrators (deans, chairs and heads) will be invited to a 3 hour workshop on collegiality in the afternoon and there is another session for all faculty in the morning.

#### **External Advisory Board (EAB) Visit**

- There are 3 events that the FORWARD committee should attend. Please RSVP to Kendra or register on the FORWARD website.
  - Initial EAB meeting/discussion with the FORWARD committee on Oct.2, 2013 at 2:00 pm in the Mandan Room.
  - EAB Reception at the President’s house on Oct. 2, 2013 at 4:30 pm.
  - Promotion to Professor Panel luncheon on “Measures of Quality.” The EAB members and Dana Britton will participate in the panel on Oct. 3, 2013 at 11:30 am.

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### **ACE Leadership Forum**

- Evie helped set up and host the ACE Leadership Forum in Fargo on Sept. 16-18, 2013 at the Radisson.
- Individuals who attended the forum raved about the Fargo turnout and the women who attended. In fact, there were individuals who were still on the waiting list when the forum began.
- Content that was discussed throughout the forum included: information on the lack of women not moving up into leadership roles, how to be prepared when the time comes to move up into new roles, crisis situations, laws, and where women could focus on their careers.

### **Advocates/Allies Program**

- There was an Ally training a few weeks ago on Sept. 11, 2013. Six individuals attended and the session was very positive. The men who are attending this year seem to have a desire to come, rather than feeling pressured to attend.
- There is another Ally training on Oct. 1, 2013 and is for all male faculty.
- There is also a dean and VP Ally Training scheduled for Oct. 24, 2013.
- When looking at the list of allies, some people may not actually be acting as an ally. We have been struggling with how to police the allies. One possible way would be to have a renewal process every few years. We have also thought that we should ask them what they are doing to fulfill their roles as an ally or advocate. Another thought is that some people who are not “real” allies will probably fall off due to attrition. It may be a good idea to have the advocates write about what they have done as an advocate. We could also add these to reports. The idea to have the recommitment/renewal was well liked. Time is always a factor. There should be a refresher for everyone, even if they have already taken the training.
- Ally training discusses unconscious bias. Unconscious bias is everywhere and affects everyone. Should we do the training with women?
  - There are other trainings that mention these issues with women (i.e., Promotion, Tenure, and Evaluation and Faculty Search Committee trainings).
  - It is helpful to do the ally trainings just with men.
  - When people ask why the training is only for men, we need to have a thoughtful answer to let people know why there this is men-only training and why there is not one for women.
- May be good to start having a conversation about all of these issues.

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### CSWF

- The CSWF is nailing down the institutionalization for the committee. They have a place in the faculty senate. They are going to serve as ex-officio on the faculty senate executive and faculty affairs committees. They have been working with general council and the charter has been updated.
- Last year they went over several policies and will have a bold policy to present in the future.
- Policy 352
  - They are working with senate to have an adhoc committee to look at 352. The Promotion to Professor taskforce gave them some insight and the committee is looking into moving forward with some changes (i.e., increasing the acknowledgement of service, how to measure service, and collegiality). The current policy was created with someone who has a very traditional career trajectory.
- Spousal/partner hire policy
  - Spousal/partner hire policy is starting to come up to the top. There is currently a policy. The committee will start talking about this policy. They will look at whether it is adequate, what the current process is, and whether there are funds. They will also examine whether the current policy process is clear and what communication can be started.
  - It is hard to know where to start on this policy. The current policy was written in a way that it does not say much on the process. The policy needs strengthening and the dual career fund pool needs help to grow.
  - There was a discussion on how to replenish the dual career fund.
  - There is FORWARD money for dual career hires; however, the first hire has to be a woman in STEM.

### Lab Renovation Award

- Wendy Reed and Erin Gillam received a lab renovation grant in 2012. They are going to use it now. They are teaming with the Red River Zoo, Fargo, and will have an aviary for bats and birds research. The zoo is excited and the aviary will be central to the zoo.
- As part of the research lab creation there will be a sign. What would you like to see as part of the signage? What would you like as a FORWARD message? What message would you like to see about the university? Mottos or a paragraph? Please think about what we could use and let Wendy know.
  - People said that pictures of women scientists would be a good message and that people are more likely to read a little paragraph at a zoo than other places.

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### **Ideas for Promotional Items**

- Do you have any ideas what we may want for promotional items? These promotional items would be given for years to come.
  - Small notepad/notebooks with a FORWARD cover, but would like to see it be eco-friendly and refillable
  - Metal water bottles with FORWARD logo
  - Purple glass paperweight with logo etched or engraved in the glass
  - Medium-sized post-its with logo at the top
  - Coffee tumblers
  - Small flower vases
  - USB bracelets

### **Other**

- There was an email sent to us about the lack of birth control coverage (even for medical conditions) in the health insurance. How would we like to proceed?
  - Need legislators to take up the cause of adding birth control to the insurance policy.
  - Get organized and make the issue rise to the top and think about legislation.
  - Ask other universities/colleges to come together.
  - Letter writing to NDPERS.
  - Have the President and VPs write to NDPERS.
  - Who would be able to head this up?
  - Maybe we could talk about partner benefits along with the birth control issue.
- FORWARD's Faculty Work-Life Balance survey will be out soon (Fall 2013).
- Chris Ray and Kara Gravley-Stack will also have the Campus Climate survey out in February 2014.

**Next FORWARD Meeting:** Nov. 8<sup>th</sup>, 2013 – Prairie