

## ADVANCE FORWARD COMMITTEE

The Advance FORWARD Committee met June 12, 2009 at 11:30 a.m. in the Room of Nations in the Family Living Center. Those in attendance were Angela Bachman, Canan Bilen-Green, Kevin Brooks, Ann Burnett, Ramona Danielson, Karen Froelich, Kalpana Katti, Rhonda Magel, Kevin McCaul, Christine McGeorge, Julie Nash, Wendy Reed, Craig Schnell, Don Schwert, Kay Sizer, Christina Weber, and Charlene Wolf-Hall.

### **Announcements**

The meeting began with introductions and an explanation about the new format of the agenda. Members attended the JAM conference and received useful information on how to do an annual report. The annual report really needs to reflect the goals from the grant and as such, the monthly meetings should also reflect that and hence the new format for the agenda. At the JAM conference, they were also able to talk to individuals who had just had their first site visit. Our annual site visit will be conducted on August 6 and 7. The current director goes line by line to see if you are doing what you said you were going to do. The focus is on synergistic activities.

### **Project Activities**

#### Faculty Recruitment and Hiring

Angela reported that she has begun working on a handbook to assist with recruiting. Right now she is filling in for Chris Winjum who has recently left the Office of Equity and Diversity so she has had to put some of the project on hold until they fill his position. Angela and Julie did attend the WISELI training for Deans and Chairs and also met one-on-one with Jennifer Sheridan who is the Executive and Research Director of WISELI at the University of Wisconsin – Madison and is also on our External Advisory Board. This time with Jennifer was very helpful as she had great insight into the program and tidbits on best practices. Angela is pursuing additional information from her as they have a good model for training at UW and she would like to model ours after their program.

#### Dissemination

Wendy reported that the poster session at JAM was well attended. There was a series of training at the conference that would have been really useful before Robin from the The Chronicle was here at NDSU. Wendy, Don, Ann and Canan attended JAM. Wendy noted that the Committee on Professionals in Science and Technology has a website that discusses the 12 indicators. There was a meeting on the Advance web portal and Advance evaluation. They had external people there to evaluate and the budget session was held by auditors. Don noted it was a nuts and bolts type of conference with a lot of meaningful information presented. Wendy also noted that she met with Kelly Mack, the NSF program director, about what the upcoming site visit would be like. An important piece she noted is that we all need to be successful in order for the grant to be successful. Canan mentioned that this is the first year that Advance has been part of the JAM conference. The Advance conference is the end of October so this was a good chance to connect with people before that event. They brought brochures to hand out and several campuses picked them up to use as a model. Don learned more about an NSF program to bring all NDSU's NSF projects under one umbrella. You can apply for additional monies to coordinate the projects which will lead to increased results and success of all the grants. To get these monies you would need to apply directly through the program officer and there is \$250k/year for 5 years. Three have already been awarded. The deadline is in October.

The WEPAN conference is next week. Angela is working on a poster with Canan regarding recruitment and there will be two paper presentations.

#### FORWARD Scholars and Office

The scholars are scheduled to begin August 1. The FORWARD office has carpet but now it is stalled again as they didn't know what color base to put around the edges. The furniture is scheduled to be delivered and installed next week.

#### Advocates Program

Mark Chesler will be here for a day and a half on November 19 and 20. He is open to feedback on what he should talk about while he is here. Ann mentioned it would be helpful to hear about experiences from other campuses. Also mentioned was the possibility of him meeting with this group over maybe coffee or breakfast. They have discussed going over the data with the Advocates, discussing the importance of having advocates function as a group, and the risks and rewards of working in this type of group. Chesler will not be doing Allies training. The Advocates are looking to do their own pilot training in September and then have Chesler critique what they did. Chesler could possibly meet with Administrators. The open discussion when Toni Schmader was here did not work well. Maybe this session could be more structured. Craig felt that it would work better to have separate sessions with the Chairs and Deans.

#### Evaluation

Christi reported that she has just begun drafting a survey to disseminate to those who have received our awards/grants. They did a test run with the surveys from the lecture series when Schmader was here. She would like to do five to ten focus groups in the fall.

Romona discussed the administrator's survey. It is long right now so one of the tasks will be to make sure the important pieces are in there. The survey will go to the Assistant and Associate Chairs, Assistant and Associate Deans, Deans, and upper administration. It will not go to center directors. Romona noted there had been quite a bit of discussion about including them but it was decided that since they don't make decisions on PT&E that they would not be included. She then disseminated a summary of the Work Life Survey of NDSU Faculty that was conducted and went through the document. She also previously summarized information for Sandy Holbrook to include in the annual report. Additionally, there is a preliminary analysis that is eleven pages long that is available. Romona will be doing a formal report that will be placed on the website. This is our baseline data.

Question was raised as to whether anyone knew the status of Evie Myers' campus climate study; no one knew.

Christi also noted that she will be doing IRB for the assessments and also for awardees.

#### Mentoring Programs

Charlene reported that this will begin in the fall.

#### Commission on the Status of Women Faculty

Karen reported they are looking at search policies and have identified activities that occur in the search process. They are looking at barriers to achieving goals.

**Climate/Gender Training Programs**

Ann met with Betsy about climate. They will meet with Rhonda and Charlene to get this going.

**Research**

Rhonda gave information to Sandy on 11 of the 12 indicators. After the report was submitted, she went back and looked at the data on STEM/non-STEM. STEM faculty get paid less than non-STEM faculty. There was no significant difference on salary difference for male/female and STEM/non-STEM. The annual report is on the website under resources. There was a discussion in regards to the data on race and salary. Overall there was no statistically significant difference. However, Caucasians made more in the STEM disciplines and less in non-STEM disciplines.

**Grant Programs**

Twenty-two Leap grant applications were received. External reviewers are being identified and then the applications will be sent out. The climate and gender request for proposals is being readied.

**Project Impacts**

Canan noted the foal for the next meeting will be an update for each activity so everyone needs to go back and look at the proposal to see how close what we are doing meets those goals. Ann noted they should also review the annual report, both of which are available on the website.

**Upcoming Events**

- July 24                FORWARD Meeting
- August 7            First Year Site Visit (starts afternoon of August 6)
- August 14           FORWARD Meeting
- August 19           Teaching and Learning Conference, luncheon presentation on Gender and Teaching Evaluations
- August 19           Chairs Meeting, Climate/Gender Training
- August 27, 28       External Advisory Board Meeting
- September 25      Virginia Valian, Climate/Gender Training
- November           Mark Chesler, Advocates Training