

ADVANCE FORWARD COMMITTEE

The Advance FORWARD Committee met July 24, 2009 at 11:30 a.m. in the Mandan Room in the Memorial Union. Those in attendance were Angela Bachman, Canan Bilen-Green, Betsy Birmingham, Will Bleier, Kevin Brooks, Ann Burnett, Jaclynn Davis Walette, Karen Froelich, Kate Haugen, Sandy Holbrook, Dinesh Katti, Kevin McCaul, Julie Nash, Judy Pearson, Wendy Reed, Michele Reid, Craig Schnell, Christina Weber, David Wittrock, and Charlene Wolf-Hall.

Announcements

The meeting began with a welcome to the Internal Advisory Board (IAB) members and introductions around the room. The IAB is invited to stay afterwards if they have any concerns or ideas.

NSF site visit is August 6 and 7. Dr. Kelly Mack will be here to provide technical assistance. She is a recent addition to the NSF Advance program. We do not know her schedule for sure yet. (Tentative agenda for her visit was distributed.) In an attempt to keep the number of participants lower, committee members are asked to attend either the p.m. or a.m. group session with Dr. Mack but not both. The assistants noted on the agenda are asked to take notes during those meetings.

External Advisory Board (EAB) meeting will be August 27 and 28. All but one of the EAB members will be here for the meeting. This two day event will help familiarize the EAB with what we are doing. There will be two key note addresses given by EAB members while they are here. This is the same schedule as was prepared before the flood prevented the event from happening. The individual meetings with the EAB will need to be worked out and may be different from last time. To note is that Lauri Grunig will not be attending this time but Peggy Johnson, who was not going to make it last time, will be here.

The agreement with the previous external evaluator has been terminated. Three individuals were interviewed to conduct the external reviews for this grant based on recommendations from other individuals familiar with Advance and external evaluation. Frances Lawrenz from the University of Minnesota was chosen to be the new external evaluator. We are in the process of putting together a contract with her. Focus groups and interviews with individual faculty is a possibility. Data collection will be done internally by Ramona Danielson with the ND Data Center.

Annual report was due June 1 and was submitted on time. Jessie Dearo of NSF sent a really nice note.

Thank you for the very informative and well written annual report. From the report it is clear that you have made significant progress despite some very difficult circumstances. Congratulations and I wish you continued success. Received 7-01-09.

The new meeting format will help us in writing our annual report next year.

The meeting format on the agenda today lists our activities and will help us in meeting our five goals.

Project Activities

FORWARD Scholars and Office

The scholars are scheduled to begin August 3. The FORWARD Center is ready to use.

Faculty Recruitment and Hiring

Angela and Canan are compiling search data on race and gender all the way through the hiring process. They already have some preliminary data. They are also looking at gender of the chair of the committee, level of position hired for and if it has any effect. Type of search, whether internal, external or appointment will also be examined.

Contacts are being made with universities with LSAP and AGEP databases of recent doctoral graduates so that we can reach out to those graduates and try to get them interested in NDSU.

For faculty searches, the faculty recruitment handbook is still being put together. Discussion followed on how to make diversity a key component in the hiring process possibly by a statement in qualifications that they need to be able to work with diverse people, faculty, staff and students.

Grant Programs

Leap Research Grants - Charlene reported that 22 Leap proposals were received and three will be awarded. She is currently collecting the external evaluations. The internal review committee will meet in the next couple of weeks. The committee has set up the process to review the applications and expects to have a decision by mid-August.

Climate/Gender Call for Proposals – Betsy and Kalpana will be holding an information session in early September.

Travel Grants – It took a long time to figure out a process for how to get people reimbursed for the travel grants. Julie is in the process of creating a guide.

Research

Canan noted that almost all the 12 indicators have been collected. The space indicator is missing but will be worked on in August.

Evaluation

There will be a meeting Tuesday to discuss the evaluation plan. Would like to have feedback before the August 6 visit with Kelly Mack from NSF. To note is that the schedule for when Kelly Mack does visit has been adjusted so that she will have time to discuss evaluation with the new external evaluator, Frances Lawrenz.

Allies Program

A number of Advocates attended the Safe Zone training and liked their program so they would like to use that to start the Allies program. They intend to get started before Mark Chesler's visit in November (draft agenda was distributed, see attached) so they can get feedback from him during his visit.

Commission on the Status of Women Faculty

Christina reported the CSWF is starting the process for travel grants for dependent care. They also are starting to collect data on internal appointments so they will have a baseline to compare to in the future.

Climate/Gender Training Programs

LEAD Workshop – Seven people (Betsy Birmingham, Kevin McCaul, Gary Smith, Charlene Wolf-Hall, Ann Burnett, Canan Bilen-Green, Wendy Reed) attended LEAD and were able to attend many different workshop and gather a variety of information about advancing, recruitment and leadership.

Virginia Valian – Virginia Valian, Hunter College, NY, will be here for a whole day of training on September 25. She is top in her field. Her book deals with subtle bias and why women cannot get ahead. As soon as the schedule is approved by Dr. Valian it will be distributed.

Training for Department Chairs – Dr. Valian will also be able to assist with developing training for faculty and department chairs. Will be doing small training sessions throughout the year and one during orientation week. Will develop ideas for this during the August 18 chairs training. We can help by providing resources for those trainings.

Speaker on Gender and Teaching Evaluations – Wendy is working on training with new faculty and has invited Mary Deane Sorcinelli from UMass to come to campus early spring.

New Faculty Orientation – will be doing presentation at NFO again this year; will use the same model as last year.

Mentoring Programs

An attempt is being made to merge the campus mentoring program with the Advance mentoring program. Ann noted that adding a mid-career mentoring program has also been discussed but they are having a difficult time finding anyone to do the mentoring. The hope is that by joining with the university mentoring program that more mentors would be available. Michele Reid noted the possibility of seeking mentors from the tri-college system. It also would help meet the goal of introducing new faculty to the community. Dinesh Katti added that mentoring is very important so even if it means getting male mentors, it needs to be done. The mentor just needs to have the best interest of the new faculty member in mind. The mentoring system should allow for change if the mentor match-up is not working. Having a group of mentors and mentees would help but would still need to allow for change.

Dissemination

WEPAN conference – we had two papers and one poster at the WEPAN conference. This was a very useful conference for networking.

Internal dissemination – a lot of articles have been written for It's Happening and the web calendar has been updated regularly. Dissemination is ongoing.

Project Impacts

General discussion about how close the project is to achieving goals and if there are any issues we need to be aware of at this point in time. General feeling that female faculty in the colleges are aware of the program. Chairs are coming along. Recruiting is coming along but spousal offers are not necessarily making the difference as even when they are offered they still may not come. Possibly, but unknown, there could be childcare issues involved. The handbook that is being developed should be able to help

with how to present our spousal hire policy during the hiring process. Funding for the hires has been limited this last year also.

Other business

Discussed possibly having an open house when the FORWARD Center is completed.

Discussed briefly the role of the Internal Advisory Board. Two key roles: 1) come periodically to meetings to give/get feedback and 2) gather feedback informally. Asking questions and sharing comments would be useful to the FORWARD committee. It really is about creating a better climate across the whole campus.

Upcoming Events

- 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

Draft Agenda of Mark Chesler's Visit

Nov. 19 and 20, 2009

Goal: Advocates should feel confident in the knowledge and understanding of the situation at NDSU: the gender inequity numbers as well as the chilly climate patterns. Advocates should be able to plan a training session for the Allies, and envision a full school year of Allies activities.

Meetings with Advocates:

Thursday afternoon

1. going over the data, how to talk to others about data; responding to "the data is inconclusive" remarks.
2. talking to each other about what we have experienced, how we have responded to issues, how we might respond proactively in the future.
3. talking to each other about what makes us a group and not just 8 individuals.
4. talking about strategies to consider, how to train and organize the Allies, how to talk to our departments, college colleagues, administrators.
5. acknowledging what risks we are taking and what we are willing to risk.
6. identifying what support we need.

Dinner Thursday: Executive Team?

Friday Morning

A breakfast meeting with Executive Team?

7. Review materials that the Advocates have produced for workshop sessions.
8. Review video tape of first (trial) Allies training session.
9. Solidify how we should conduct workshop sessions in the future.

Noon public presentation: "Working toward gender (and race) equity on campuses."

Afternoon:

10. Meeting with chairs and heads.
11. Meeting with Deans.
12. Re-convene with the Advocates and Exec committee for a wrap-up; his consultations or advice.