

ADVANCE FORWARD COMMITTEE

The Advance FORWARD Committee met October 16, 2009 at 11:30 a.m. in Hultz 104. Those in attendance were Angela Bachman, Betsy Birmingham, Kevin Brooks, Ann Burnett, Sandy Holbrook, Rhonda Magel, Kevin McCaul, Christi McGeorge, Mark Meister, Julie Nash, Amy Rupiper Taggart, Don Schwert, Gary Smith, Christina Weber, and Charlene Wolf-Hall.

Introductions

Introductions were made. Christina asked Mark Meister (President University Senate) and Amy Rupiper Taggart (President-elect University Senate) to join us for the discussion on the Commission and how it may fit in or play a role with the University Senate. They play a key role in and have great knowledge of policies and the process for changing policies.

Announcements

Upcoming Events

- November 5 is the Dana Britton luncheon. She will be focusing her talk on research she has done on her campus in regards to the PTE process. She is from Kansas State University. She will be on campus that whole week doing interviews for their PAID grant.
- November 19 and 20 Mark Chesler will be on campus. He will be working with the Advocates the full day of Thursday November 19. As to Friday, does this group as a whole want time? Casual breakfast or coffee? There will be a noon luncheon address. Chairs/Heads evaluations showed their sessions were useful. With the Deans there were not enough numbers to know for sure but it is important to continue offering a session for them. Their meeting time should be separate from the Chairs/Heads. A breakfast with the Deans and upper administration would work well. Then do a separate workshop for Chairs/Heads. A FORWARD meeting later would also be good. Also recommended that there be a session just for male faculty members similar to the one for female faculty members when Virginia Valian was on campus. Need to go ahead and schedule the luncheon.

Other Announcements

- There was also a detailed discussion on the President's position and who a preferred interim President would be. Also discussed were ways to make sure concerns and preferences would be known to decision makers.

Overview and Discussion of CSWF's Purpose and Work

CSWF's Purpose and Roles

The primary piece of CSWF's function is to integrate women into structured spaces. The main issue with that is how to change and evaluate policy. They are also dealing with if policies are out there but not implements, how do you deal with that?

Current Work by CSWF

CSWF is working on Policy 103 (internal hiring policy). They are looking at the entire 103 policy and not just the hiring piece. They are also looking at the PTE process again with an eye on women's issues. They are also trying to figure out how they may be able to fold in the family leave policies the College of HDE are working on and will be looking at how state policy affects that issue.

Advance Grant and Institutionalization of CSWF

Discussion of CSWF's relationship to NSF Advance grant

A handout with excerpts from the ADVANCE application and in regards to creating structured spaces. The Commission is extending out from FORWARD. The Commission really is about integrating into the university in a very formal fashion. The Commission is really the part of the grant that is creating the link between policy and climate and is a directive of the grant.

General Discussion about Institutionalization of CSWF

In order for the commission to have the ability to change policy and affect climate, the Commission needs to make sure this a formalized commission and not something that goes away at the end of the grant. Discussion ensued about the best route to do that. One option is to become a standing committee with the University Senate. There are currently 13 but only 5 meet on a regular basis. Question was raised whether you could resurrect any of those committees to meet the issues, but we don't necessarily want to fragment the Commission or just have a representative on a committee. Being a separate committee would also allow the Commission to address the Senate each meeting. Concern was that having faculty in the title doesn't necessarily make it a university committee. Could also be an ad hoc committee with the University Senate. Continuing as a committee under the Provost also remained an option. Concerns were raised about what if there are changes in leadership but it was pointed out that can occur within the commission itself also. Having the Commission under the Provost would allow for them to make and meet goals of the Provost directly. The Commission will look at the bylaws and draw up what they would propose and then bring it back to the FORWARD committee for a discussion with the committee and the Provost. In regards to being institutionalized, credibility is most important. The Graduate Council has credibility because it was created by Dean Wittrock, it meets, and he listens to it. The direct link to the Provost is very important. Once part of University Senate, you would be bound by their policies and rules. The committee also felt it would be important to look at other universities to see where they placed their commissions.

Policy Changes/Processes

General Discussion of Processes for Policy Change

Next Meeting

CSWF – TBA

FORWARD – November 6, Mandan Room (note: there is a women's conference at MSUM this day that will be attended by a number of the members of the FORWARD committee)

Upcoming Events

- October 29-30 NSF ADVANCE PI meeting
- November 2-6 Dana Britton PAID interviews
- November 5 Dana Britton presentation on PTE process
- November 19-20 Mark Chesler, Advocates Training

3. ADVANCE FORWARD: Strategies for Institutional Transformation of NDSU [pgs. 6-7]

3.1 From Unstructured to Structured Spaces: A Proposal for Institutional Change.

Creating an authorized and recognized space, with clear links to formal university structures, is necessary before FORWARD can do more than undertake campus projects that raise awareness of women's issues. The authority of a structured space is necessary to stimulate gender-focused institutional transformation. Such a space is a mechanism through which women faculty gain the recognition necessary to promote climate change and increase participation in organizational life. According to resource dependency theory, organizations respond to entities in their environment that control critical resources (Pfeffer & Salancik, 1978). Materialist, cultural, and institutional forces shape organizational behavior. Therefore, in addition to links to other formal university structures, FORWARD's transition into a structured space requires an economic presence to legitimize its work. The economic presence of an NSF investment, coupled with a very strong investment by NDSU, will provide FORWARD the influence and voice needed within the University to bring about the organizational changes promised in this proposal.

3.2. NDSU's ADVANCE FORWARD Organization. The proposed project, ADVANCE FORWARD, is organized under a FORWARD Center. Like WISELI, the University of Wisconsin's NSF funded ADVANCE Center, ADVANCE FORWARD will bring campus visibility to gender equity issues and will ensure, by offering coordinated program administration, that project personnel, faculty, and staff can anticipate responsive and continuing activities to advance women faculty. Co-PI's, Dr. Canan Bilen-Green and Dr. Ann Burnett, will lead the project, and with the Provost/PI, Schnell, and FORWARD Center staff, will coordinate, implement, monitor, and report ADVANCE FORWARD activities. FORWARD scholars, women doctoral candidates in STEM disciplines, will assist in the work of each division while gaining research and administrative skills.

To support and institutionalize the activities of ADVANCE FORWARD, the Provost will create the Commission on the Status of Women Faculty (CSWF). This Commission's membership will include: the Provost (Commission's chair), the Chief Diversity Officer, three representatives from FORWARD, and women faculty or Allies representing each college. This Commission allows FORWARD to influence NDSU's institutional transformation effort and help NDSU achieve equitable representation of women in faculty and administrative ranks. The Commission's activities supporting transformation include: salary review, workload review (including student loads, teaching loads, and service commitments), and resource analysis by gender and rank. Policy work for the Commission includes: studying accessibility issues for women faculty with disabilities, developing a comprehensive extended family leave policy, and formalizing leave procedures. This Commission will meet monthly and twice yearly with the President.

from 3.2.3 Research Division [pg. 10 of proposal]

1. Unstructured spaces. How do unstructured spaces become authorized and recognized within an institution, and what mechanisms offer marginalized groups greater recognition within institutional settings? By exploring the ways in which women and faculty of color have employed unstructured spaces to gain authorization and recognition within the institution, we can better understand the opportunities for and constraints upon change that this model has allowed at NDSU.