

ADVANCE FORWARD COMMITTEE

The ADVANCE FORWARD Committee met January 15, 2010 at 11:30 a.m. in the Memorial Union Mandan Room. Those in attendance were Angela Bachman, Canan Bilen-Green, Betsy Birmingham, Ann Burnett, Ramona Danielson, Karen Froelich, Sandy Holbrook, Kalpana Katti, Rhonda Magel, Kevin McCaul, Christi McGeorge, Evie Myers, Julie Nash, Wendy Reed, Craig Schnell, Don Schwert, Mark Sheridan, Kay Sizer, and Charlene Wolf-Hall.

Announcements

- The year 2 first quarter report was submitted and is available on the FORWARD website.
- The first year site visit report was received from Kelly Mack and is also available on the FORWARD website. The implementation plan update needs to be submitted by March 1.

Presidential Search Nominations

Evie Myers noted that twenty members were named to the Presidential search committee on December 16. The committee is to submit three names for the next President. A presidential profile is being compiled this afternoon. Their next meeting will be January 20. Applications will be accepted until March 1. March 21 will be the date they will decide with whom they will conduct off-campus interviews. On campus interviews will be the last week of April. May 13, they will select 3 candidates. The committee hopes to have a selection by May 21. Kalpana Katti noted there are two points of input: the profile and the interview questions. There has been no discussion at this point in time about visiting the campuses of the candidates.

Diversity Council Climate Survey

Two open forums on the climate survey were held. They will take the questions from the forums back to the Diversity Council to review and get answers. They will place the answers on the website. Diversity Council members will be going across campus to give presentations.

Faculty Recruitment and Hiring

Angela Bachman, Julie Nash and Roger Green attended a faculty search committee training at the South Dakota School of Mines that was presented by WISELI. Angela noted some of the key pieces taken from the training was the logistics and layout of how trainings should be conducted. Our training does follow the general ideas of WISELI. Their training occurs over two days. A key piece they noted was that the committees are search committees, not just screening committees. They discussed a fair amount about doing active searches and the difference between doing long-term searches versus for a current position. WISELI emphasized the importance of having ground rules for the committee and having each member contact a certain number of potential applicants. They also stressed highlighting the trainings as 'best practices for hiring' versus highlighting diversity, and the importance of having an information packet available for candidates.

Faculty Work/Life Survey

Ramona Danielson will be doing a more detailed brown bag discussion on the results January 27th. It is close to completion. She noted it is an incredible data set and the most robust she has worked with to this point in time. The document is already 220 pages and is comparable to Wisconsin's report. The document is something you can refer back to as it is baseline data. It is going through internal editing at this point in time. Ramona walked through the Table of Contents and talked about the categories that

were examined. The appendix tables are for the data where significance was noted. A draft copy will be available on Tuesday. Christi McGeorge will disseminate the draft to get feedback before making it public. Two-hundred-twenty four tenure and tenure track faculty responded; not all answered all the way through the survey.

Grant Programs

FORWARD members can apply

All opportunities are also open to FORWARD committee members.

Leap Grants, new RFP

Charlene Wolf-Hall noted the RFP is on Blackboard. This was revised from the last round. Faculty have good ideas that need a little help to get external funding versus faculty who are already successful at getting external funding. It is open to Assistant, Associate, and Professors that are not tenured. Preference is to assist those just past their third year review. One major change with this is that they took out the word “positive” from third year review. Also, a line was added for applicants to suggest reviewers as finding reviewers was a major task the last round. The changes, and why the changes were done, are on Blackboard. The tentative start date for projects is July 1. There will be an information session for those interested in learning more about the Leap grants.

Travel Grants

Due January 15.

Leadership Development Grants

Due February 15.

Course Release Grants

Due March 1. The same change was made with course release as with Leap grants.

Allies Program

Mark Sheridan reported that the Advocates spent a good amount of time this last semester getting to know each other. They have had two groups of Allies participate in some pilot sessions. The Advocates are looking at re-tooling their training after their workshops with Mark Chesler. At the outset of the grant, Advocates were slated to turn over each year. Now they would prefer to continue and add a few more. They would like to target department that could use an Advocate in them.

Evaluation

Christi McGeorge reported that the academic administrator survey has been greatly shortened based on feedback. There is an online version of the survey. She will send out the survey Tuesday and would like feedback. She is looking to launch the survey in February. She is also going to start surveying awardees/grantees.

Climate/Gender Training Programs

Chairs are scheduled to meet with Mary Deane Sorcinelli on February 11.

CSWF

Wendy Reed reported that they have one policy change they are going to send through this Spring in regards to policy 103. They want appointments to leadership positions to be advertised, at least on-campus.

Department equity award letters were sent to the Deans. The nominations are due February 15. They are looking to make awards by March 1.

Mentoring Programs

Wendy Reed reported that they have been informally asking mentors how the program has been going and the response has been that they are seeing wonderful outcomes. Mary Deane Sorcinelli, Associate Provost for Faculty Development from UMass Amherst will be on campus February 11. She is involved with a vibrant mentoring program. Joey Sprague, a Sociologist from KU, will focus on institutional change and views of faculty by students and how it affects SOIs.

Christi McGeorge reported that she is close to getting an evaluation instrument but she is still awaiting a response from Wisconsin and/or the ADVANCE listserv.

NSF 12 Indicators

The Office of Institutional Analysis and Research has started collecting the data but with the Minard collapse we are unsure or where they are at on the collection. Julie is looking at the 1st year space data.

FORWARD Scholars and Office

Open house for the FORWARD Center will be from 2:00 – 4:00 on Thursday, January 28.

Other Items

Ann Burnett inquired as to whether the group was still comfortable with meeting monthly or whether the group should meet in smaller groups. Consensus was to continue meeting as a larger group once a month.

Minutes should be distributed to the IAB to also keep them in the loop.

The FORWARD committee will have a wrap-up meeting with Mary Deane Sorcinelli the morning of February 12; this will take the place of our next monthly meeting.

Kalpna Katti noted it would be nice to showcase accomplishments on the FORWARD website such as the recent NSF grant award to Jane Schuh and Anna Grazul-Bilska.

Provost Schnell provided an update on Minard and its displaced occupants. He also provided a brief update on NDSU’s financial situation as reported internally and in the press.

Upcoming Events

- January 27 Faculty Work/Life Survey Results by Ramona Danielson
- January 28 FORWARD Center Open House 2-4
- February 11 Mentoring Events with Mary Deane Sorcinelli
- February 12 FORWARD Monthly Meeting (breakfast meeting with Dr. Sorcinelli)
- March 11 Mentoring Events with Joey Sprague