

The ADVANCE FORWARD Committee met March 26, 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, Karen Froelich, Sandy Holbrook, Kalpana Katti, Kevin McKaul, Christi McGeorge, Julie Nash, Wendy Reed, Craig Schnell, Don Schwert, Kay Sizer, Gary Smith, and Charlene Wolf-Hall

Announcements

The second year, second quarter report was submitted March 1. Thank to Sandy on putting the report together.

The EAB size has been reduced due to the costs of a larger board, the difficulties of coordinating schedules with a larger board, but to keep an outside NDSU and ADVANCE perspective. The size now is five.

Monthly meetings are to continue. We will begin rotating who will be running the meetings.

Reminder of international activities and to wear any international garments you may have during the week.

FORWARD Scholars and Office

Julie has received eight or nine FORWARD Scholar applications although some applications are missing components, like references. Applications are due April 1.

Presidential Search Nominations

Kalpana noted that there is a women applicant for the presidential search committee, Priscilla Nelson, who is a prominent figure in civil and environmental engineering.

Faculty Recruitment and Hiring

Angela is in the process of developing training material for search committees and plans to test it with Advocates Roger Green and Tom Carlson and then will take to the rest of campus. She is also working with the nursing department's search committee. It was suggested that it might be a good idea for Angela to conduct similar trainings for each department. Her availability could be noted in and It's Happening at State article.

Climate/Gender Training Programs

Betsy discussed Michigan's equivalent to the FORWARD program, STRIDE. She suggested bringing CRLT Players who act out different meeting scenarios to provide training for faculty. The players can put on different workshops related to PTE and mentoring. It was asked if it would be possible to tape the workshops to make them available to all faculty even if they were unable to attend. Taping however, would have to be looked into. If CRLT Players were going to be brought in, it was suggested that the dates for the visit be determined early in order to ensure that it gets on faculty members calendars. Betsy thought a good time for this workshop

would be early fall. Exact cost is yet to be determined however Betsy stated that around \$20,000 would be appropriate.

Working with tribal leaders is still continuing and has been successful. Two women tribal leaders were asked to speak about their lives most recently.

Craig talked about faculty and chair training modules that would help faculty understanding areas such as budgeting and human resources, in order to be successful at NDSU. This training would help faculty learn how gender plays into day to day life and how NDSU operates compared to other institutions.

CSWF

The commission has recently met with President Hansen, which was perceived to be a vital step since President Hansen is new to NDSU and due to his hectic schedule. Currently CSWF is in the processes of discussing PTE policies to determine if language needs to be changed or if there is room for improvement as well as discussing family leave ideas. In regards to Policy Section 103.2, it will be changed to requires versus recommends for posting part-time administrator positions.

Evaluation

Christi informed the committee that Dana Britton is going to be the external evaluator. She is currently waiting to receive data from the academic and administrative survey. The evaluation committee has been formed and will meet on April 8. They are working on developing evaluation tools. Christi asked the committee to remind faculty who have received funding through a grant or award to fill out a survey. This discussion sparked Betsy to remember that Ramona had a baby.

Cohort Mentoring Program

Wendy and Don mentioned what a success the Joey Sprague event was. Wendy spoke about trying to improve SRIOS. Wendy suggested how FORWARD could help in this process, if writing questions or using median scores on the evaluations instead of mean scores. Craig responded by telling Wendy that anything that could be done would be appreciated and was well aware of the problems associated with SRIOS. It was suggested that cohort groups could be used to assess the effectiveness of new faculty evaluations. Cohort groups would be asked to generate ideas or make edits. Craig also advocated for using a likert scale and then having a histogram of results that indicated both median and mean. He also suggested that we need to find a way to test new questions and perhaps that could be accomplished by initially adding them into current questions. Lastly, Don explained why the Mary Deane Sorcinelli event was canceled and told the committee that it was being planned for her to return in the Fall to help launch the Cohort Mentoring Program.

Mid-Career Mentoring Program

There is a new grant opportunity that will be announced in May. The grants are meant to help tenured faculty make the transition between associate professor to full professor. Christi asked if the evaluation could be in the call and Charlene answered that it already is. Betsy asked what the amount was and was answered that \$500 was in the original grant.

Grant Programs

Julie described the lab renovation grant. Phil Boudjouk and David Givers from EPSCoR has funding of \$80,000/year. These monies can be distributed in numerous ways but it has to be spent by the end of summer. Julie suggested not specifying dollar amounts but having the total available for one to four grants so the funding is more flexible. Julie and Craig clarified that the funding is for personal lab space. Craig then suggested that the money could be targeted to specific labs that need the renovations. Kevin asked if we should target to women and Canan reminded the committee that the funding is supposed to go to women. Craig wanted the money to get out as quickly as possible. Then there was a concern over how this money is influenced by LEAP grant funding. Canan thought it would be possible to have funding from both sources. Charlene then asked who was going to draft the grant information. Julie thought that the requirements for this grant would be similar to those set forth by LEAP. Kevin suggested next that it should be targeted to women who don't have viable labs. Canan then reminded the committee that faculty still need an RFA, and if you combined it with LEAP and the process that is already in place. Don asked if the process needs to be competitive and Canan answered that yes, it does because all the applications need to be reviewed. In the end it was decided that Julie, Charlene and either Gary or Kevin would write the call.

Leap Grants are due May 17. They will be divided to cover more people. EPSCoR had wanted them to be larger awards.

It was announced that there was one winner of the Leadership Development Grant, Karen Froelich. Three applications had been received for the course release grants and that meeting was being held immediately after the FORWARD committee meeting.

Allies Program

Kevin Brooks informed the committee that five new Advocates have been named. Currently, basic training is being revamped by trying to strengthen the program with qualitative data on local research and events. Subgroups are working on higher, recruiting and mentoring modules. A May workshop is being planned and then it should be ready to go by Fall and then they will have two trainings per semester.

NSF 12 Indicators

All data from OIRA is being checked for accuracy. Sandy said that they have the database of information and are working on developing a query.



● Climate

● Recruitment

● Retention

● Advancement

● Leadership

Other Items

Craig announced a banner year in promotion and tenure. Seven new women faculty were promoted to full professor while six males were promoted to full professor. Five new associate female professor were promoted while 12 males were promoted to associate professor.

Sandy reminded the committee that our next annual report is due at the end of May.