

The ADVANCE FORWARD Committee met May 12, 2010 at 11:30 am in the Memorial Union Mandan Room. Those in attendance were Angela Bachman, Canan Bilen-Green, Ann Burnett, Tom Carlson, Jaclynn Davis Wallete, Karen Froelich, Sandy Holbrook, Kalpana Katti, Kevin McCaul, Christi McGeorge, Julie Nash, Wendy Reed, Don Schwert, Kay Sizer, Gary Smith, and Charlene Wolf-Hall

### **Announcements**

Canan met with IAB. The current schedule is going to continue. There will be a formal meeting in the fall during a monthly meeting and then another meeting in the spring.

EAB will meet in late October or November

Active planning is taking place to schedule speakers for the fall and a kick off event. Planning will be wrapped up this summer so at the beginning of the next academic year, the entire schedule will be complete and available.

At the NSF Jam meeting in June it will be decided when the site visit will be. We do know it will be after November. Currently, we are planning for it to be held in February or March.

Don asked for any volunteers to facilitate the next meeting, noting the excellent leadership opportunity it provides.

A thank you card from Ramona Danielson was passed around the meeting.

### **Presidential Search Interviews**

Evie invited everyone to the open forum interviews for the presidential candidates and announced that we are welcome to greet our new president on May 25. She then asked for comments people had about the candidates to see if anyone stands out in higher support of FORWARD or who in particular people liked more. Most people agree that all candidates are well qualified.

### **FORWARD Scholars and Office**

Julie announced that there will not be any scholars next year; help will be hired on a needs basis. There are a few reasons for this decision; first it seems more efficient for faculty to hire students within their department instead of having to train scholars to do the work. Also, Canan stated that eventually they would like to have scholar complete research in a thesis or dissertation that comprises the research goals or interests of FORWARD. There will be one graduate student hired on to help. Christi will be hiring her own student to assist her in evaluations.

### **Allies Program**

Tom Carlson is the new facilitator for the Advocates. A meeting was held with the five new Advocates bringing the total to thirteen. Tom will finalize training over the summer and will start training in the fall.

## **CSWF**

Karen and Wendy attended a PCC meeting to check on status of change to Policy 103 requiring at least internal job posting for part time administrative positions. Wendy explained that Policy 103 also deals with appointments in the spousal/partner hiring process; Evie has a policy change under consideration regarding that issue, and it is believed that both policies are going to be considered simultaneously in the PCC and university senate. This, however, will not come up until this fall.

## **Evaluation**

Christi had sent out the evaluation previously and asked for comments, ideas or suggestions based upon her report. Kalpana suggested to Canan to setup a worklife balance panel. Tom proposed bringing in a professional. Kalpana was interested in personal examples of how people manage their careers and family. Wendy mentioned having contact information for the Work Life Institute which might be helpful. Kevin stated that topics need to be picked that transcend all colleges and disciplines.

Canan didn't feel comfortable with question four that was presented to panel. She thought a better question would be if worklife balance changes after promotion and suggested analyzing the relationship between equal expectations and equitable expectations. It was then discussed if service increases after promotion and if that negatively affects the amount of time left for research and thereby impacting promotion to full professor. It was discussed if volunteering to participate in service activities is actually volunteering since there may be a difference in power.

Wendy, Karen, Kevin and Kalpana all mentioned ideas that were related to whether a worklife balance truly exists and what types of tradeoffs have to be considered. Wendy thought that it would be helpful to gain more information about dual career couples and how they balance work and life. Tom suggested showing that the campus supports work and life balances and gave the example of adjusting meetings times.

## **Junior Faculty Mentoring Program**

Joann Moody will be coming to campus Sept. 20-21. There will also be formal meetings tackling certain issues. For example, in the fall the topic would be teaching, in the spring research.

## **Mid-Career Mentoring Program**

Charlene noted that grant announcements have been sent out and will be due at the end of August. She mentioned targeting specific faculty and tying it into the promotion and tenure project.

### **Grant Programs**

Canan reminded the committee about upcoming grants and an informational meeting tomorrow. She said that past recipients have been invited to give first hand insight into their experiences with the grants. The LEAP renovation grants are being externally reviewed by TIG. She also asked EPSCoR if TIG could review the Leap grants and it sounds like they will be able to do that however, that hasn't been finalized. In the past, EPSCoR had made \$60,000 available to the LEAP grant program. This year EPSCoR provided \$80,000 for the Leap Lab Renovation grants.

### **Chair/Dean Training**

Chair and administrator training will be in four hour sessions over two days. The Provost suggested forming a committee to discuss topics including budget, personnel and policies. Would like to coordinate this with the climate training.

### **NSF 12 Indicators**

The space study will take place over the next couple of weeks as appointments with departments are made. The information collected will include faculty lab and office space for all STEM departments. As the data is collected it will be clarified how space may or may not be shared.

### **Annual Report**

Sandy handed out an outline of last year's report to committee members that will be contributing to the report this year. She reminded everyone that the due date for submission is June 1 and asked that the information be given to her by May 21. She is not concerned with length but is with content.

### **Other Items**

Canan stated that meetings will continue in the summer on Wednesdays and will return to Fridays at the beginning of the academic year.

Canan suggested that a university wide service award be developed which was well received. Kalpana expressed concern since generally service is disproportional between genders and that service can take away from other areas, like research. It was suggested that it isn't only important to educate women about what to say 'yes' and 'no' to when asked to participate but there is a need to teach professors how to properly ask and accept their answer. Evie and Kalpana volunteered to bring up the service award idea to the Provost and/or the development committee.

Lastly, Julie asked thoughts about providing name tags during events on campus. The committee welcomed that idea.