

The ADVANCE FORWARD Committee met June 16, 2010 at 11:30 am in the Family and Life Center FORWARD room, FLC 316E. Those in attendance were Angela Bachman, Canan Bilen-Green, Betsy Birmingham, Ann Burnett, Karen Froelich, Sandy Holbrook, Kevin McKaul, Julie Nash, Wendy Reed, Craig Schnell, Gary Smith, and Christina Weber

### **Announcements**

The FORWARD celebration will be held at 2 or 3 o'clock in the afternoon on Sept. 2<sup>nd</sup> or 3<sup>rd</sup>. Barbara Ehrenreich will be on campus those days. We are attempting to add her to the celebration.

JoAnn Moody will be on campus Sept. 20 and 21 as part of the Junior Mentoring program. A pedagogical luncheon will be offered as it increases turn out. Julie passed out a tentative schedule for Moody's visit. Moody's pamphlets are what we currently use as part of the junior mentoring program. Wendy questioned which type of meeting would be most important for Moody to conduct, either one with PTE or with search committees. It was thought that due to the timing of Moody's visit maybe it wasn't a good time to have her meet with search committees since there will be relatively few search committees during that time of year. Kevin agreed that having Moody meet with PTE members. Canan suggested talking to Moody about it. Sandy also suggested giving Moody more down time in between her events. Also discussed having Moody meet with selected departments. Also discussed several time slot switches.

Canan discussed the site visit which will either be Feb. 23<sup>rd</sup> and 24<sup>th</sup>, March 2<sup>nd</sup> and 3<sup>rd</sup>, or Mar. 9<sup>th</sup> and 10<sup>th</sup>. There will be 2 people from NSF and 6 from outside institutions. Schnell suggested that it is essential to get on the President's schedule to discuss this upcoming event.

Canan summarized the JAM and Purdue Conferences while passing around pamphlets. One particular pamphlet dealt with work life policies. They were presented to determine if similar pamphlets could be put together and distributed on our campus.

### **Faculty Recruitment and Hiring**

Angela informed the committee that the training will be reviewed this Friday and then she will send out e-mails to the rest of the committee to gain additional input.

### **Evaluation**

Julie noted that the evaluation summary for the Climate/Gender Research Program information session had been distributed by email prior to the meeting and asked if there were any comments related to the summary. Craig commented on the fact that turn out to these meetings is low and needs to be broadened.

### **Allies Program**

Julie spoke for Tom who said that this summer is light but he is planning a retreat in August.

### **Grant Programs**

Canan informed the committee that 9-10 Leap applications were received and are being reviewed by TIG. Four lab renovation grants were awarded: 2 to engineering, 1 to science and 1 to agriculture. The money for the grants needs to be used between July 1 and October 31. Craig mentioned he would talk to Bruce to determine when the projects are scheduled. The climate gender grant will be due July 15 while the mid-career mentoring grant will be due at the end of August.

### Climate Training

Betsy asked if anyone would be interested in receiving a chapter from a book she is reading, Failing the Future. The chapter deals with setting an agenda for the next steps of change. Betsy asked for ideas in regards to our obligations for the grant, our goals for training and what we want to develop and deliver.

Karen wondered if there was a specific climate training program that has been developed; there has not but one is being developed. Suggestions on where institutional trainings and offerings should be held included the FORWARD Center or the library. Consensus was that holding trainings during orientation would be effective.

Kevin asked about the levels of climate change that can be influenced noting that currently we do a decent job at an institutional level however, most faculty live in their departments. He suggested developing something new, like case studies that could be used as an intervention tool at the departmental level. Canan mentioned that funds are available to departments to hire outside trainings but not utilized by departments; perhaps now would be the time to revisit the issue. Wendy wondered if the allies or advocates could potentially help as well. Karen noted it is particularly important to prepare faculty for the trainings they are going to receive.

### NSF 12 Indicators

Julie noted there are only nine departments left to visit for the space study. Besty questioned aside from square footage how else the spaces could be evaluated. Although, ones space could be larger it still might not be functional or adequate for the kind of research they need to conduct. Julie clarified that for NSF they are simply interested in square footage, however additional research could be conducted about faculty's perception of space. Canan also added that for most institutions the space study data isn't useful but it could be combined with the work life survey.

Canan provided the committee with information about the attendance of faculty at the events put on thus far by FORWARD. Attendance still is an issue and she would like to see it increase.

### Third Year Site Visit

Canan described the upcoming site visit. She noted it takes about 6 months of preparation for this visit. We would like to use the EAB visit as a test for our presentations.

### Other Items

Craig had a number of items that Evie wanted to convey to the committee including that the Peanut Butter and Gender sessions will continue this fall, Take Back the Night will be Sept. 21, June 17 the Women's Club is welcoming new members and on the 21<sup>st</sup> it is welcoming old members, and STEM students on campus will have a poster session on July 15. Craig also discussed the progress of the WGS prefix for Women and Gender Studies which is still in the process of being approved. Lastly, he will be putting on a promotion and tenure forum this fall. Talks have begun with the Alumni Association about a campus-wide service award; the problem is funding.

Julie is taking orders for FORWARD shirts. We will provide one and you may purchase others if you would like.

Next FORWARD meeting will be July 29 at 11:30a in the FORWARD room.

Table 1: Number of Men and Women faculty participated in at least one FORWARD event.

College	Number of Women	Number of Men	Percent Women	Percent Men	Total participated
Agriculture, Food Systems, and Natural Resources	12	22	38%	19%	34
Arts, Humanities and Social Sciences	22	17	65%	30%	39
Business	1	7	13%	32%	8
Engineering and Architecture	5	22	38%	31%	27
Human Development and Education	14	7	44%	30%	21
Pharmacy, Nursing, and Allied Sciences	3	4	75%	33%	7
Science and Mathematics	12	27	52%	32%	39

All EVENTS	Number of Women	Number of Men	Total Participated
Virginia Valian Deans	2	1	3
Virginia Valian Heads	4	21	25
Virginia Valian Lecture 2	25	37	62
Virginia Valian Faculty	7	13	20
Virginia Valian Women Faculty	15	0	15
Chair Training Event	4	44	48
Hult Lecture	30	21	51
Carlson Lecture	23	23	46
Dana Britton Lecture	23	19	42
Mark Chesler Advocate Training	0	0	0
Mark Chesler Deans	1	2	3
Mark Chesler Heads	2	11	13
Mark Chesler Lecture	18	38	56
Mark Chesler Male Faculty	0	15	15
Joey Sprague PTE	9	5	14
Joey Sprague Lecture	32	28	60
Joey Sprague Deans, Heads, Chairs	3	15	18
Full Professorship Panel	20	17	37

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**Key Issues:**

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**Our obligations (through the grant)**

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- Mandatory, contractually obligated training on gender within 3 years of hire for all faculty and administrators
- Institutionalization of climate training/offerings (where?)
- Share with other universities during year 5 of our grant (only 2 years away)
- Other?

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**Our goals for the training (need to meet obligations but may extend beyond them)**

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- Positively impact climate at NDSU
- Develop excellent, tested, assessed programs (because we need to share them)
- Other goals?

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**What we have been doing**

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- Offered sessions with visiting speakers/scholars (on back)
- Developed well received, effective session at orientation (Christi, Ann, Kevin M.)
- Other?

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**What we want to develop and deliver**

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- **Options:** One shot (not typically effective training practice, but easier to fine-tune, assess, practice); modules on specific topics; other

- **Topics:**

- **Resources**

