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The Advance FORWARD Committee met on Friday, October 29 at 11:30a in the Prairie Rose Room. In attendance were Om Prakash Yadav , Dogan Comez, Charlene Wolf-Hall, Kevin Brooks, Betsy Birmingham, Kay Sizer, Evie Myers, Larry Peterson, Mark Sheridan, Jaclynn Davis Walette, Ann Burnett, Mark Meister, Gary Totten, Becca Mellem, Julie Nash, Christi McGeorge, Tom Carlson, Kara Gravely-Stack, Christina Weber, and Angela Bachman.

### **CSWF – Christina**

Canan is chairing a Senate Adhoc committee on Spousal and Partner Hiring. The committee will be looking at the amount of time spousal hiring is kept open. Wendy is on the committee for SROI Revisions. The committee is working on recommendations.

### **Mid Career Mentoring Program – Charlene**

The feedback on the Promotion to Professor Luncheon evaluations is positive. One question that keeps arising is why one should become a full professor.

There will be a leadership panel and luncheon on November 18. Virginia Clark Johnson helped organize. Charlene will emcee. Registration for the event is open now.

### **Allies Program – Tom**

The Oct 13 Training turned into department chair training because a speaker canceled. Because chairs might not have signed-up on their own, many of them were resistant to the training, which makes for good feedback to help address resistance to the training. It was noted that TOCAR and Safe Zone programs see similar resistance. The program was designed to train people who are on board.

A suggestion was made that the Advocates meet with Provost so he can address the resistance to acknowledging gender inequity on campus. During his visit last year, Mark Chesler suggested that we talk to female faculty to bring in personal stories about the day-to-day interactions that contribute to climate, such as demeaning tones, body language, etc. Sharing personal experiences may cause female faculty to be exposed. The stories should be about the behavior of men in order to help them become aware of those behaviors. There are two upcoming opportunities to avoid using the experiences of NDSU female faculty: Dana Britton and EAB could provide experiences from women. Britton has been interviewing women around the country for the past year. There is some question about whether sharing these stories or experiences will convince anyone who is not already an ally. By continuing to build a network of allies, the program can potentially change the resistor(s) by getting enough momentum that they must change. Evie will be invited to an Advocate meeting to discuss the Chairs training so she can address issues through her office.

The next training is November 30 for Science and Math faculty and will focus on issues that are relevant to those fields.

### **JoAnn Moody Evaluations – Christi**

Chairs and women faculty found it helpful to get together.



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Moody did not have enough structure. Speakers need to present a structured workshop for faculty to interact with peers and learn new information. Moody mentioned offering specific training for departments that are receiving faculty who are part of spousal hire program.

Providing speakers with information about NDSU, and possibly an institutional profile to speakers before they arrive, would let the speaker know what has been happening at NDSU. Past speakers who were successful sent materials for review/perusal beforehand. There was discussion about whether requiring speakers to submit presentation materials and outlines prior to arrival would be useful.

### **Graduate Committee Composition Study – Christi**

The data and report will go to the Grad Committee, and the Dean will meet with Christi about it. Email Christi any feedback on the data and report.

### **Administrator Survey – Christi**

To increase reliability, FORWARD hired an outside evaluator. Dana Britton will present the information during her upcoming visit. The survey results would be good for Advocates to review. Email Christi with any feedback or questions.

### **Work Life Survey – Christi**

#### *Gender differences mini report*

The Data Center reports are complete and need to be made public. However, there are concerns about the report. The dealings with the data center were fraught with difficulties. Metis was initially doing the analysis. When that relationship ended, the Data Center took over because the IRB required that an outside evaluator analyze the data.

Currently, the reports contain descriptive statistics that do not tell us more than we already knew. However, the trends and themes are worthwhile. Christi has the data now, so it can be used for research and further analysis. There was brief mention of the Statistics department forming a committee of graduate students and faculty to do further analysis of the data. Powerpoint presentations and other resources are available on the FORWARD BlackBoard site. The overall Powerpoint is most valuable. These materials can be used for presentations. If you have feedback on the reports, pass it on to Christi quickly, so the reports can be posted on the website soon. Then we can use the data for reports and research.

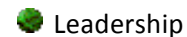
#### *College Reports*

Two colleges do not have reports.

### **Junior Faculty Mentoring Program – Wendy**

There are 83 mentees and 32 mentors. Depending on hiring, another 20 mentors and 40-50 mentees will be added next year.

Miriam and Andy Mara presented a seminar about making scholarly writing a part of your daily routine. It was a good workshop, but poorly attended with only 13 attendees.



A seminar focused on teaching is scheduled for next semester. Two seminars will be held each academic year, one on teaching and one on research.

Mentors received thank yous from the Provost. There will be an appreciation dinner for mentors in December. There will also be a social for mentors and administrators.

### **Grant Programs- Charlene**

Charlene passed around sign-up for people who would be willing to review grants/programs.

### **External Evaluator Visit – Christi**

Dana Britton, a leading researcher on gender in academia, will be on campus for two full days, November 17-19. She is our ally to help us see ourselves. She is tasked with presenting the administrator survey results. She will meet with the Chairs in the afternoon of Nov. 17 and Deans in the morning on Nov. 18. At the request of Virginia Clark Johnson, Britton will also present to HD&E. She will be at the large committee meeting on November 19. Christi and Dana will co-present on the work life survey. She will be here to evaluate and provide a report for the site visit and will interact with various groups on campus. If you receive emails with requests for meetings, make time to meet with her. Christi will be asking for volunteers to go out to dinner with her.

### **EAB Visit- Julie**

The visit is Tuesday November 30. A draft of the agenda was passed out. A few details still need to be worked out. Jennifer Sheridan will attend the Nov. 29 Chairs meeting where she will discuss the programs and experiences of ADVANCE at UW-Madison. We are using the EAB visit to prepare for the site visit on Feb 22 and 23, particularly to get feedback on materials.

### **Faculty Recruitment and Hiring – Angela**

There are 25 open faculty positions: 597 candidates  
379 males (63.5%)  
193 females (32.3%)  
25.9% of all candidates are Asian males  
27.6% of all candidates are white males  
18.3% are white females

There are 3 open chair positions: 20 male candidates so far. From July-October, 14 new faculty have started: 8 males and 6 females. From July 2009-June 2010, NDSU hired 44 faculty (15 females). If you would like more details, contact Angela.

Questions were raised about whether the Chair searches can be kept open and whether the Provost's office follows up to see where departments are advertising, what materials they are using, etc. Departments need resources, including faculty recruiters, to do searches. A handbook will be out soon with resources.

The on-line application system will be going through an overhaul in the next couple months.