



Climate



Recruitment



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Leadership

The Advance FORWARD Committee met on Friday, November 19 at 11:30a in the Peace Garden room. In attendance were Kara Gravely-Stack, Betsy Birmingham, Sandy Holbrook, Ann Burnett, Christi McGeorge, Craig Schnell, Charlene Wolf-Hall, Dana Britton, Wendy Reed, Kevin McCaul, Kalpana Katti, Christina Weber, Angela Bachman, Tom Stone Carlson, Evie Myers, Becca Mellem, and Julie Nash.

Announcements:

Today at 3:00, Dana will present the Administrator Survey data to HD&E, and Christi will present the Work Life Survey data.

Sandy received all but two of the contributions for the quarterly report.

Chair's Forum – Wendy

The next Chairs meeting that we will be a part of is scheduled for December 15. A draft of an evaluator/evaluatee checklist handout was sent around with the agenda. Department heads and chairs will receive it, but it may also be distributed at faculty orientation. The checklist is to ensure there is policy language in mentoring materials. The checklist will go to the promotion to professor group again. The group is looking for examples of evaluation letters and job descriptions that are compliant and non-compliant with policy. **Attachment1 from agenda**

The December workshop will include strategies for good job descriptions and evaluations as a mentoring moment.

Committee on the Status of Women Faculty and Policy Work –Christina

The committee is working on childbirth leave to be attached to the sick leave policy and a policy on changing job responsibilities.

CSWF is working on strategies to track how well policies are being used

Climate Programs – Betsy

Betsy is pulling data about climate to help climate deniers see that this is not made up. She is compiling data for a presentation.

Faculty Recruitment and Hiring – Angela

Angela passed around a handout on current searches. (see attached)

Out of 29 current and closed faculty searches, only 1 did not have a female candidate; 29% of candidates have been female. Of the three open chairs searches, there have been no female applicants however, one the searches just opened. Angela will a send link to the chair job descriptions for the FORWARD committee to send on to colleagues that could either apply or could encourage someone to apply.

There are websites and listservs that might be useful places to send job descriptions. It was noted, for example, WELI has leadership positions posted.

Mid Career Mentoring Program – Charlene

The call for funding for mentoring groups is out with no deadline. One group was funded. Second is still



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being considered. The call needs more attention. It could possibly be run in It's Happening again and sent to the faculty listserv.

There is talk of forming a mentoring group of women faculty interested in administration.

Junior Faculty Mentoring Program – Wendy

The program is starting to hear from some mentees that they have not met. Emails have been sent to encourage meetings and to see what groups have discussed.

A December meeting with administration and mentors to show appreciation and give mentors access to administration is being considered.

Faculty Exit Interview Study – Ann

No update this month. More in December.

Grant Programs – Canan

10 applications for course release grants have been received (5 HD&E, 4 S&M, 1 AFSNR).

Christi sent a report from grantees about what they accomplished with the grant. Dana suggested publicizing information about the grants and their impact. This could run in It's Happening and elsewhere.

Allies Program – Tom

The second Allies training will be held on Tuesday, November 30 from 3:30-5 for College of Science and Math. Each of the Advocates is creating an individual action plan to address climate issues in their department. The plans will be gathered to post on the Advocate Blackboard site to show what they are doing. Advocates are moving from talking to action, focusing on what they can do in individual departments.

Evaluation – Christi

The Graduate Committee report is on the FORWARD Blackboard site. Christi will take feedback. The report will be public on the FORWARD website in a few weeks.

The reports from the data center are on Blackboard. Christi is considering posting them on the FORWARD website.

Christi will create a new, shorter version of the Data Center report to share.

Christi will start bringing qualitative data to the group in January with particular focus on the associate professor groups.

Administrator Survey – Dana– Attachment2 from agenda

Dana gave a summary of data and analysis of the NDSU Administrator survey.

Of all the campuses that Dana has visited, NDSU needed a FORWARD program as much as any, maybe more, judging from the odds that any woman can become a full professor. Because of lack of women

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leadership, burden has fallen on junior faculty. Women involved with FORWARD are working hard and are spread thin. This is a concern. As FORWARD progresses, it is important to broaden because NDSU FORWARD is operating with less infrastructure than most campuses.

EAB Visit – Julie

Julie distributed EAB agenda. Advocates and Engineering chairs will meet with EAB during lunch on November 30. Hult will meet with women faculty about moving from associate to full professor. One email was sent, and there will be a second email sent out with the date.

Other?

Julie passed out copies of an evaluation from pedagogical luncheon called “Race Matters: Teaching with and about race in the classroom.” Discussion ensued about the evaluation and how to deal with people that are resistant.

Current Faculty Search Numbers as of November 19, 2010

Currently 19 Open Faculty Positions (open and still seeking candidates):

Of those: Total of 478 candidates

346 Males (72.4%), 102 Females (21.3%), 30 unknown (6.3%)

All positions (except 2 most recently opened position) have at least 1 female candidate

Of the Males:

Hispanic Males: 9 (2.6% of all males/ 1.9% of all candidates)

Black/ African American Males: 15 (4.3% of all males/ .21% of all candidates)

Asian Males: 177 (51.2% of all males/ 37% of all candidates)

White Males: 127 (36.7% of all males/ 26.6% of all candidates)

2 or more races Males: 8 (2.3% of all males/ 1.7% of all candidates)

Unknown race Males: 10 (2.9% of all males/ 2.1% of all candidates)

Of the Females:

Hispanic Females: 4 (3.9% of all females/ 0.8% of all candidates)

Black/ African American Females: 1 (.9% of all females/ .2% of all candidates)

Asian Females: 46 (45.1% of all females/ 9.6% of all candidates)

White Females: 42 (41.2% of all females/ 8.8% of all candidates)

2 or more races Females: 1 (0.9% of all females/ 0.2% of all candidates)

Unknown race Females: 8 (7.8% of all females/ 1.7% of all candidates)

10 Faculty positions closed and waiting offers: (4 offers have been made, awaiting finalization)

Total Candidates: 275

Males: 138 (50.2%) Females: 116 (42.2) Unknown: 21 (7.6%)

Of the males:

Asian Males: 27 (19.6% of all males/ 9.8% of all candidate)

Black Males: 7 (5.1% of all males/ 2.5% of all candidates)

White Males: 91 (65.9% of all males/ 33.1% of all candidates)

Hispanic Males: 4 (2.9% of all males/ 1.5% of all candidates)

American Indian Males: 1 (0.7% of all males/ .3% of all candidates)

Unknown race Males: 8 (5.8% of all males/ 2.9% of all candidates)

Of the Females:

Asian Females: 25 (21.6% of all females/ 9.1% of all candidates)

White Females: 76 (65.5% of all females/ 27.6% of all candidates)

Hispanic Females: 3 (2.6% of all females/ 1.1% of all candidates)

Black females: 1 (0.9% of all females/ .4% of all candidates)

Unknown race Females: 11 (9.5%) of all females/ 4% of all candidates)

Offers made to 4: (2 Asian Males, 1 White male, 1 unknown Female)

(Only one position that had no female candidates, all others had at least 1 female candidate)

When add 19 currently open and 10 closed (but not officially filled) = 29 faculty positions:
753 candidates:

484 males (64.3%) – 218 Females (28.9%) – 51 Unknown (6.8%)

Of all males:

Asian Males: 204 (42.1% of all males/ 27.1% of all candidates)

Black Males: 22 (4.5% of all males/ 2.9% of all candidates)

White Males: 218 (45% of all males/ 28.9% of all candidates)

Hispanic Males: 13 (2.7% of all males/ 1.7% of all candidates)

American Indian Males: 1 (.2% of all males/ .1% of all candidates)

2 or more races Males: 8 (1.7% of all males/ 1.1% of all candidates)

Unknown Race Males: 18 (3.7% of all males/ 2.4% of all candidates)

Of all Females:

Asian Females: 71 (32.6% of all females/ 9.4% of all candidates)

Black Females: 2 (0.9% of all females/ .3% of all candidates)

White Females: 118 (54.1% of all females/ 15.7% of all candidates)

Hispanic Females: 7 (3.2% of all females/ 0.9% of all candidates)

2 or more races Females: 1 (0.5% of all females/ 0.1% of all candidates)

Unknown race Females: 19 (8.7% of all females/ 2.5% of all candidates)

3 Open positions for Chairs: (one of those just opened and no applicants yet)

22 male candidates so far

15 white males, 1 Hispanic male, 1 Asian Male, 1 unknown male, 4 unknown

6 Postdoc position currently open (data as of Oct. 2010)

161 total candidates so far

131 Male candidates (81.4%) – 26 females(16.1%) -4 unknown (2.5%)

New hires for Fall of 2010 so far (not complete as haven't closed out all files)

14 new faculty start from July 2010 – October 2010

8 males, 6 females (1 White males started as a Full/ Head – 1 white female started as Associate – rest started as Assistant Professors)

Total Hired July 2009-June 2010: 44

15 Females (34.1%)

Females hired at Associate or Higher: 3 (6.82% of all hired; 20% of all females hired)

Males hired at Associate or higher: 4 (9.1% of all hired; 13.795 of all males hired)

Total Ethnic Minority: 12 (27.27%)

White Males: 21 (47.73%)

White Females: 11(25%)

Asian Males: 7 (15.91%) Asian Females: 3 (6.82%)

Ethnic Minorities hired at Associate or higher: 1

(2.27% of all hired, 8.33% of all ethnic minorities hired)