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● Climate

● Recruitment

● Retention

● Advancement

● Leadership

The Advance FORWARD Committee met on Friday, February 4, 2011 at 11:30a in the Prairie Rose Room. In attendance were Canan Bilen-Green, Don Schwert, Sandra Holbrook, Tom Stone Carlson, Christi McGeorge, Ann Burnett, Linda Fuselier, Claudia Murphy, Dogan Comez, Rhonda Magel, Kay Sizer, Betsy Birmingham, Kevin McCaul, Craig Schnell, Ed Deckard, Angela Bachman, Charlene Wolf-Hall, Roger Green, Karen Froelich, Christina Weber, Brandy Randall, Becca Mellem, and Julie Nash.

CSWF – Christina, Karen

CSWF is working toward institutionalization by developing policy consistency. CSWF's involvement in other committees will help ensure institutionalization.

CSWF initiatives include a campus wide equity award for a department working on the advancement of women. Invitations for nominees will be sent out for this year. Policy 103 involves part-time administrative positions, to ensure they are announced so individuals can indicate interest. The childbearing policy is nearing ready. CWSF doesn't have direct line to Senate, so policy goes through another office. The childbearing policy is with the Division of Equity, Diversity, and Global Outreach office. From there, it will go to PCC Senate Committee then to Senate Exec and finally to Faculty Senate for discussion. The policy covers faculty only because staff already has a policy. Faculty Senate is working to make changes to allow more direct policy change.

CSWF is looking at policy on modified duty, which includes childbearing, but goes beyond and will include adoption. The policy is in line with advancing women but men would benefit as well.

A few people from CSWF are on the Senate Committee for Spousal Hiring. Research is being done on the time limit on spousal hiring. PTE Subcommittee will be looking at gender issues related to the policy.

CSWF meeting with President went well, and he extended his support. CSWF is in line with the issues he will work on through his tenure here.

NSF Site Visit – February 22-23

The 6-page Site Visit Report is posted on the website. Julie quickly went through the presentation for the site visit. Send her any feedback on a paper copy via campus mail. Presenters from FORWARD still need to be identified. Both Kelly Mack and Amy Rogers

from NSF will accompany the site visitors.

Evaluation/Surveys – Christi

Work/Life Survey

Christi covered some of the key findings from the survey.

- 224 tenure and tenure-track faculty completed survey.
- 22% of women faculty and 8% of men (14% average) used the tenure stop for birth or adoption.
 - Those percentages are overall, not only those with children.
 - The question was raised about asking how many people who could use the policy used the policy on future surveys.
- Climate/status:
 - There was a gender difference in the perception of climate.
 - Women were more likely to report feeling isolated, excluded from informal networks, and to have encountered informal rules.
 - Women also felt less integrated.
- People reported high job satisfaction with NDSU, but 74% seriously considered leaving NDSU. Qualitative data on slides sent to CSWF were incorrect.
 - When asked to talk about dept, people are less likely to be satisfied with department than with NDSU as a whole. This is significant for CSWF because departments are the level where policy is implemented (or not).
- Women were less satisfied with how they were balancing work/life duties. They were more likely to consider leaving NDSU because of this.
- Women were more likely to consider leaving because their partner cannot find a job. Men (25%) reported leaving because of partner's job.

Administrator Survey

- There was a 56% response rate.
- It found that administrators in all respects were more positive about effects for men than women.
- Women administrators were less likely than men to perceive NDSU as having gender equality.
- Policies and programs are rated as moderately valuable. On-line sex harassment training was considered least valuable, and on-campus childcare was considered most valuable.

Grant Awardees Survey

- Survey collected data on four primary goals. Grant awardees were surveyed last summer.
- 85% of recipients agreed to some extent that receiving the grant impacted their

decision to stay at NDSU.

- 85% agreed that the grant helped with promotion and tenure.
- 65% said it helped improve leadership skills.
- 75% indicated the grant had an impact on their climate perception.
- Someone suggested surveying people who didn't receive grants to help get a better picture of NDSU climate as a whole.

Junior Faculty Mentoring

- Mentees and mentors were surveyed last summer at end of the program's first year.
- The survey results were encouraging.
- 74.2% of mentees were satisfied with the experience.
- A vast majority of mentees indicated the program helped them: feel connected, decrease isolation at NDSU and FM, develop a support system, develop relationships, feel more comfortable with PTE process.
- Mentors:
 - Mentors were also satisfied with experience and indicated it was a good use of time.
 - Impact on climate: Mentors felt connected and thought the program was a good networking opportunity.
 - 68.8% reported their sense of isolation decreased due to mentoring.
 - They also reported decreased isolation in Fargo-Moorhead and a positive impact on tenure/promotion process.
 - 56.3% reported a positive impact on their perception of climate.
 - 50% felt mentored during the process (reverse mentoring).

New reports are posted on Blackboard (under Documents and CSWF tab) for surveys from WIR Networking event, Chair's Forum, Science & Math Ally Training, Leadership Panel.

A draft of the report on the promotion and tenure process is out to the evaluation team and will be made public after next week's meeting. The report on climate is not out to the evaluation team yet.

Quarterly Report

The NSF Quarterly Report is due on March 1. Sandy needs input by February 11.

Faculty/Administrator Recruitment – Kevin, Charlene

Search committee trainings are scheduled for February 9 and 10.

Provost Search - Committee meets next week. Today (2/4) is the cut off, but applications will be accepted after the deadline. Of 21 applications submitted so far, 2 are from women.

AHSS Dean Search – There are 28 applicants. The percentage of female applicants is low for this search, too. There are three weeks until deadline. Ann and Betsy have put names

forward. It's been a struggle to get good people to apply.

Grant Programs

Of mentor travel applications, 14 are non-STEM and 16 are STEM.

Leadership development grant deadline is February 15. The grant provides funds up to \$10,000.

March Chair's Forum

A panel of faculty and experienced chairs will address best practices in support of five FORWARD goals.

Allies Program – Tom

Eleven faculty attended the February 2 training, and all but one were STEM.

The first Ally follow-up meeting is on February 7. The follow-up is an extension of training. Four are planned for the semester. Allies are compiling a list of strategies on Blackboard.

Internal Advisory Board

The IAB plans to become more active. Dean Witrock will chair. IAB will address climate and other issues FORWARD looks at.

Women with Disabilities

A task Force is being formed. Graduate student Cali Anicha is compiling info/data on what other institutions are doing.

Other Announcements

Kalpana Katti has been awarded this year's faculty lectureship. She is the 1st female distinguished faculty in many years.

Search Committee Training is next week. Anyone can attend. Eight people are signed up for Wednesday and 10 for Thursday. Encourage sign-up for Thursday due to space constraints.

FORWARD Meetings: The next FORWARD Monthly Meeting is March 4, 2011 in the Peace Garden Room.