

The Advance FORWARD Committee met on Friday, March 4, 2011 at 11:30 a.m. in the Peace Garden Room. In attendance were Canan Bilen-Green, Charlene Wolf-Hall, Charles Peterson, Wendy Reed, Ann Burnett, Cali Anicha, Betsy Birmingham, Kara Gravley-Stack, Kevin McCaul, Donald Schwert, Craig Schnell, Christina Weber, Christi McGeorge, Kay Sizer, Angela Bachman, Julie Nash, Becca Mellem, and Tom Carlson.

Quarterly Report has been submitted and emailed to committee members. If items were missed, make notes and send them to Canan to add to the annual report.

NSF Site Visit was postponed and will be rescheduled for summer or early fall.

Faculty/Administrator/Recruitment--Kevin, Charlene

Provost Search: Neutral site interviews are ongoing this week. When interviews are complete on Sunday, the list will be narrowed to 3-4 for on campus. There were a total of 47 applicants. The committee is checking the references of 13 people. There were several strong women candidates.

The search committee training was well received. Participants commented the training could be longer.

Chairs Forum and Faculty Climate Training- Betsy

On March 9, there will be a panel of experienced faculty and department chairs and heads addressing the topic of best practices. Provost Schnell will facilitate the panel. Panelists include Marion Harris, Bruce Maylath, Karen Froelich, Scott Pryor, Holly Bastow-Shoop, Greg Lardy and Brian Slator.

There is a faculty climate training scheduled. Betsy and Christi will conduct the training. April 6th is pilot training. Rather than doing university wide trainings, trainings at the department or college level could be tailored. The committee will start contacting departments once the training is ready.

Faculty Awards- Craig

Craig and Angela have been working on data regarding nominations for teaching awards. An attachment was sent out with the agenda for this meeting. Females are not being awarded at the rate they are being nominated. This warrants more investigation and could be an issue of unconscious bias.

Across the board, nominations are thin and need to be increased.

Data on awards and time at associate rank by gender was handed out and discussed.

Junior Faculty Cohort Mentoring—Don, Wendy

The Val Young seminar was well received with a large number of attendees. Christi added a new question about climate, and just under 80% responded that it had a positive impact on their perception of climate at NDSU. Young was organized, engaged, and offered clear tips. From other evaluation data, people like concrete takeaways.

Wendy reported that the mentoring program hopes to start a new teaching seminar. One mentor is leaving, so there is a need for someone to fill that spot.

Women with Disabilities-- Cali Anicha

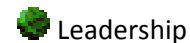
As part of the proposal, FORWARD indicated it would institute programs for women with disabilities. Cali has been researching other universities’ initiatives, as well as current NDSU programs. A new task force is to be chaired by Dean Peterson. Individuals are needed to serve on the committee. Members need not be faculty members. If you know of individuals who are interested, direct them to Dean Peterson. Looking at the effects of disabilities on the timeline to tenure and promotion will be important. Awareness and education (related to climate) and policy (related to retention) will be key. A pedagogical luncheon would be a good opportunity for building awareness. Cornell, UC Davis and Wright State have strong policies and programs to look to as models.

CSWF-Christina

Modified Duties Policy was sent out with the agenda. Brandy Randall and Ed Deckard are working on making this into a university-wide policy. The committee meets next Friday and would like move quickly on this policy. Email Christina with any feedback. A question of clarification was raised about “unable to perform their regular duties but does not necessitate a reduction in workload, or who will be caring for a spouse/partner, child, or parent who has a serious health condition.” Another issue to look at is the limit on dependent sick leave hours.

Senate Spouse/Partner Hire Committee- Ann

Met with Amy Ruper-Taggart about a spousal/partner hire policy. Would like to have something more formal to provide some uniformity. In hiring, we need to be clear that we have a policy to assist with spouse/partner hire but it does not mean that we guarantee it. Sometimes there is no funding for a position. There are also times where the right position may not become available in the one to two year timeframe. Discussed removing the timeframe. There is also a presidential exemption that can be used.



Mid-Career Mentoring- Charlene

There was a panel this week of college PTE committee members. Discussion was about how to prepare. Attendance was just under 50 faculty members. There will be another panel on May 3 of recently promoted faculty members.

On May 18, there will be an all-day leadership development workshop with Mitch Owen who is involved with the leadership institute. If you know people that would be interested, please let them know so they can save the date.

Evaluation--Christi

Report on Focus Groups with Associate Professors is finished. Women in the groups indicated service is a barrier to becoming a full professor, both along the way and because of the potential increase of service expectations upon becoming a full professor. There has not yet been a persuasive argument about why to become full. Consider having a panel of administrators who can talk about the benefits. Also, consider bringing in an economist to discuss the impact of the increased compensation.

Allies Program- Tom

Had a follow up meeting with Allies on Monday. The next Allies training is April 12. Advocates are coordinating a list of awards, deadlines, etc. along with a list of female candidates to nominate and are encouraging nominations.

Grant Programs

There were 34 mentor travel award and 5 (for 7 women) leadership development grant applications. Climate and gender research applications are due March 30 and leap research and leap lab applications are due April 29. Please encourage faculty to apply.

Other

Women's Week is next week. Several female faculty are presenting their research. You can find the agenda on the women and gender website.

Christi and a graduate student are researching issues related to parenting and graduate school. Please let her know of relevant listservs where she could distribute the survey.

Next FORWARD Meeting: April 8, 2011, Peace Garden Room, Research and Grant Programs

Odney, Waldron, Peltier Awards

Odney

Year	Male Nominees	Female Nominees	Total Nominees	Winner	STEM Male Nominees	STEM Female Nominees	Total STEM Nominees	STEM Winners
2010-2011	19	8 (29.6%)	27	M	11	3 (21.4%)	14	M
2009-2010	6	1 (14.3%)	7	M	3	1 (25%)	4	NA
2008-2009	13	7 (35%)	20	F	6	2 (25%)	8	F
2007-2008	11	9 (45%)	20	M	8	1 (11.1)	9	M
2006-2007	2	1 (33.3%)	3	M	1	0	1	M
2005-2006	5	0	5	M	5	0	5	M
2004-2005	4	1 (20%)	5	M	3	0	3	NA
2003-2004	1	1 (50%)	2	M	0	0	0	NA
2002-2003	8	5 (38.5%)	13	M	6	2 (25%)	8	M

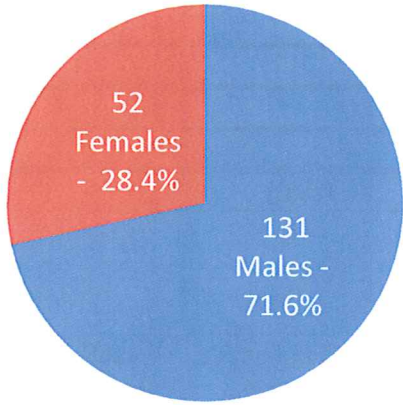
Waldron

Year	Male Nominees	Female Nominees	Total Nominees	Winner	STEM Male Nominees	STEM Female Nominees	Total STEM Nominees	STEM Winners
2010-2011	3	1 (25%)	4	M	3	1 (25%)	4	M
2009-2010	2	1 (33.3%)	3	M	2	1 (33.3%)	3	M
2008-2009	3	0	3	M	2	0	2	NA
2007-2008	4	1 (20%)	5	M	4	1 (20%)	5	M
2006-2007	7	0	7	?	6	0	6	?
2005-2006	3	1 (25%)	4	M	2	1 (33.3%)	3	M
2004-2005	4	1 (20%)	5	M	3	1 (25%)	4	M
2003-2004				M				M
2002-2003	11	1 (8.3%)	12	M	9	0	9	M

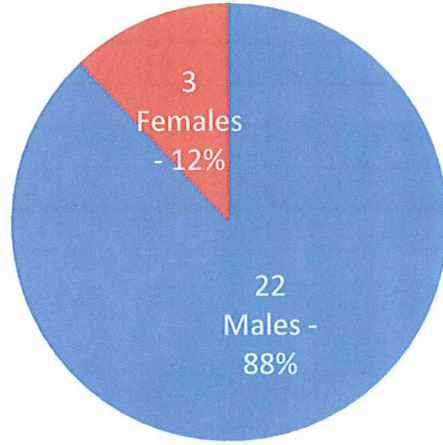
Peltier

Year	Male Nominees	Female Nominees	Total Nominees	Winner	STEM Male Nominees	STEM Female Nominees	Total STEM Nominees	STEM Winners
2010-2011	4	0	4	M	2	0	2	M
2009-2010	1	2 (66.7%)	3	F	1	1 (50%)	2	NA
2008-2009	2	2 (50%)	4	M	0	1 (100%)	1	NA
2007-2008	2	2 (50%)	4	F	1	1 (50%)	2	F
2006-2007	0	3 (100%)	3	?	0	1	1	?
2005-2006	1	1 (50%)	2	M	0	0	0	NA
2004-2005	2	1 (33.3%)	3	M	1	0	1	M
2003-2004	3	1 (25%)	3	M	2	0	2	M
2002-2003	11	3 (21.4%)	14	M	7	0	7	M

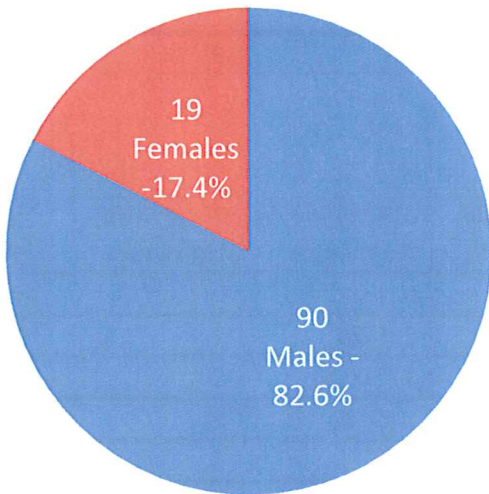
Total Nominees for all Awards



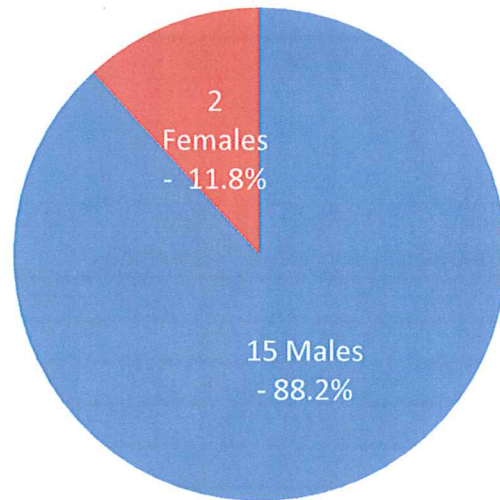
All Winners



Total STEM Nominees



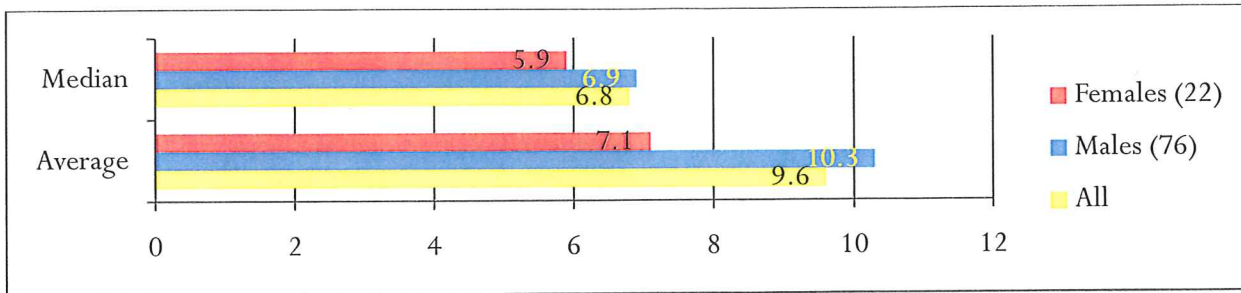
All STEM Winners



All Associate Professors time at Associate Rank with at least three years at rank

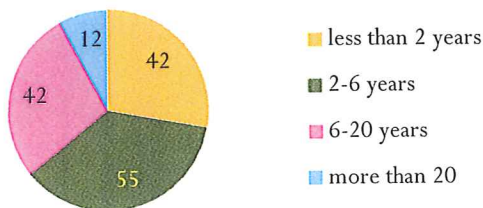
	Number	Average time	Median time	Range of time
Male	76	10.3	6.9	3.5 – 32.7
Female	22	7.1	5.9	3.7 – 18.8
All	98	9.6	6.8	3.5 – 32.7

*time in years

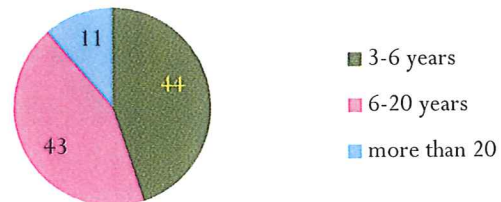


Examining time in rank for Associate Professors, the average time spent at this rank is 6.9 years (median time of 4.8 years). For males, the average time is 8.1 years (median of 5.6 years), whereas for females overall is 4.0 years (median of 2.8). When considering those with less than three years of experience at the associate rank, essentially eliminating those not yet eligible for promotion, the average time for all (98 total), is 9.6 years (median of 6.8 years). For males with more than three years, the average time is 10.3 years (median of 6.9 years) as compared to the females (22 females or 22.5%) is 7.1 years (median of 5.9 years).

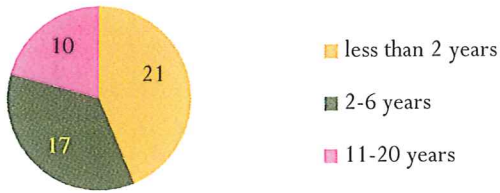
Time for All at Associate rank (total 151)



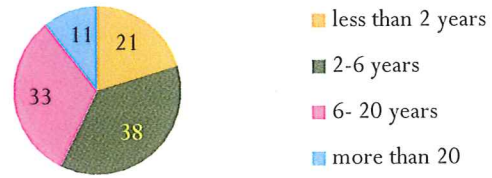
Time for All at Associate rank with 3 years at Rank (total 98)



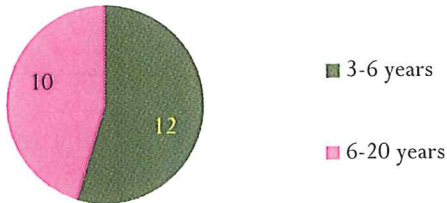
Time at Associate Professor rank for all females



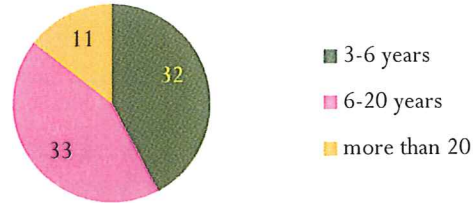
Time at Associate Professor rank for all males



Time at Associate Professor - females with 3 years at rank



Time at Associate Professor - males with 3 years at rank



Of the 151 Associate Professors 27 (17.9%) hired at NDSU at the associate professor rank; whereas the remaining 134 came at the assistant professor rank. Of the 27, seven are female, this is 25.9% of all the Associate Professors that were hired as Associates and 14.9% of all females at the associate rank. Of the 27, 20 are male, this is 19.2% of all the males at the associate rank. For the 134 Associate Professors that served as Assistant Professors at NDSU, the average time spent at assistant rank was 7.0 years prior to promotion to the associate rank.

Time Associate Professors Spent at Assistant Rank at NDSU

Time at Assistant Rank	Number	Average Time	Median Time	Range in Time	Most Frequent
Males	83	7.0	6	1-28	6
Females	41	6.9	6	3-19	6
All	124	7.0	6	1-28	6

*time in years