The FORWARD Allies and Advocates steering committee seeks applications for the FORWARD Advocate service positions which will start spring 2010. The steering committee seeks representation from all Colleges, but priority will be given to applicants who meet the stated requirements.

**Number of positions available:** 10

**Duration:** One year, renewable terms

**Payment:** $500 payable as summer salary, fully fringed

**Source of Funding:** NSF ADVANCE Grant HRD-0811239

**Application Deadline:** February 19, 2010

FORWARD Advocates is a group of tenured male faculty interested in supporting women faculty members in departments, colleges, and the university. Advocates are expected to be active proponents of gender diversity and equality, which at NDSU means increasing the number of women faculty, encouraging the hiring of and promotion of women faculty to administrative positions, and ensuring the fair and equitable treatment of women at NDSU within their units. Advocates must be open to being mentored on issues like covert bias, institutional bias, and institutional climate by women faculty members, including women in untenured Assistant Professor positions. Because this position seeks advocates who may need to speak out, challenge departmental, college, or university culture, and / or question administrators, the positions are limited to tenured male professors at NDSU.

**Eligibility:**
- Male Associate or Full professor, tenured non-administrators.
- Interested in being supportive of gender diversity and equity through committee work, teaching, research, or informal actions within your department, college, or the university as a whole.
- Awareness of the dynamics of institutional and structural bias and privilege.
- Interested in learning about issues of discrimination and privilege in the workplace.

**Duties:**
- Attend Advocates/Allies training session.
- Participate in three meeting / reading group sessions per semester. Complete reading materials relevant to campus climate, equity, and bias.
- Participate in key NDSU Advance FORWARD Program events.
- Encourage informal institutional research on gender dynamics within your college.
- Advocate for equitable treatment of women faculty on campus.
- Facilitate short workshops for Allies.
- Stay active in the Advocate / Allies program after your year of service as an Advocate.
Benefits:
- Professional development
- Networking with other allies and advocates.
- $500 summer salary, fully fringed.
- Participating in institutional transformation: priceless.

Application Process
Please email the following materials to ndsu.forward@ndsu.edu by February 19, 2010. The subject line should read “FORWARD Advocate Application.” Your department chair/head and dean should be carbon copied. Application materials must include:
- NDSU Advance FORWARD Advocate Application cover sheet.
- A focused CV: teaching, research and service elements (preferably two pages or less).

Contacts: Direct inquiries to Kevin Brooks (kevin.brooks@ndsu.edu, 1-7147) or Canan Bilen-Green (canan.bilen.green@ndsu.edu, 1-7040).

About FORWARD Allies
Open to all male faculty.
No stipend.
No formal application.

FORWARD Allies is a group of male faculty members willing to identify themselves as allies of female faculty members. Although membership is open to all faculty, we particularly seek the participation of untenured faculty members who will be tenured in the next five years so that the annual selection of Advocates will be increasingly drawn from the ally pool. The committee also seeks representation from every unit at NDSU. Allies need not make a formal application to the FORWARD Allies and Advocates steering committee; they must simply:
- Attend a Advocates/Allies training session, be willing to sign an allies contract, and be willing to sign-up for an Allies and Advocate email list.
- Identify themselves as an ally when appropriate (sticker / button like Safe Zone).
- Help out at NDSU ADVANCE FORWARD events when possible.
- Attend FORWARD Advocate reading group meetings (optional).

About the NDSU Advance FORWARD Program. Funded by a five-year, $3.7 million National Science Foundation Institutional Transformation award, the NDSU Advance FORWARD Program seeks to study and address issues of recruitment, retention, and advancement of women faculty within the STEM disciplines. The specific goals of the program are to (1) improve the climate across the campus and narrow the gap between men’s and women’s perceptions of the campus climate; (2) employ targeted recruiting strategies to recruit women faculty; (3) retain more women faculty through their probationary period and the promotion/tenure process; (4) support women associate professors as they move to full professor and hire advanced rank women to build a critical mass; (5) promote and hire women faculty into academic leadership positions.