

### **FORWARD Meeting Agenda – October 12, 2012, 11:30, Room of Nations**

The FORWARD Committee met on Friday, October 12, 2012, 11:30 in the Room of Nations. In attendance were Sandy Holbrook, Sean Sather-Wagstaff, Christina Weber, Bruce Rafert, Christi McGeorge, Angela Bachman, Don Schwert, Kendra Erickson-Dockter, Kara Gravley-Stack, Karen Froelich, Evie Myers, Edward Deckard, Virginia Clark Johnson, Daniel Friesner, Craig Schnell, Rhonda Magel, Charlene Wolf-Hall, Amy Rupiper Taggart, Kalpana Katti, Scott Miller, Wendy Reed, Gary Smith, Ann Burnett, and Wenfang Sun.

#### **Announcements:**

No specific announcements

#### **Advance FORWARD Project Updates:**

##### **Mentoring program –Wendy, Don**

- The Mentor program is off and running. They had a meet and greet with mentees and mentors a few weeks ago. They are looking forward to the Mary Deane Sorcinelli visit on Nov. 8<sup>th</sup>.

##### **Promotion to professor, leadership – Charlene**

- The November Promotion to Professor (PTP) panel theme is mentoring, such as different approaches to mentoring. The next PTP luncheon will be on Nov. 14<sup>th</sup>.

##### **Advocates/Allies – Sean**

- Tom Carlson and Chad Ulven recently conducted 3 ally trainings at Louisiana Tech. The people at Louisiana Tech were really excited about the program/event. We evaluated the event and we will have information available soon.

##### **Research – Ann, Rhonda, and Christina**

- There was an explanation of a Salary Study that is done every year in March or April.
  - The study examines other university's studies that are similar. To conduct the study, they look at tenured and non-tenured track faculty and compare the salaries to the "market salary." NDSU was about 98% of the market salary. They also examined different types of professor levels/rank, college, gender, and compared the results. NDSU has done this study for approximately 15 years and looked at the gender effect. There were no gender differences at the university level last year. In the past, there was never an ethnic difference. The Provost gets the data/information/reports. This report allows us to see why there may be or whether there are not issues.

**Climate – Betsy**

- There is a Speed Networking event on Oct. 26<sup>th</sup>, which is open to all faculty at NDSU and UND.
- There is also a Pedagogical Luncheon – Dr. Pollard, Speaking on LGBTQ environment in the classroom on Oct. 25th. The luncheon is already full.

**Grant programs – Charlene**

- There was a Grant Session this morning. Grant Deadlines are coming up. The grant deadlines are available online at the FORWARD website.

**CSWF – Karen**

Policy 103

- The Policy 103 April 2012 revisions have been put through and have gone through the appropriate processes. The policy went through the Senate Coordinating Committee last week and was signed by the president. The revision is to clarify policy around internal position announcements.
- The group is working on a 1 page letter to communicate the policy changes.
- There is a meeting coming up about implementation of the changes.
- Other 103 areas include:
  - Looking at dual career hires
    - Although we have a better policy now than in the past, we should work on it further.
  - Cluster hire
    - There is not one at the moment.
  - Opportunity hire
    - There is not one at the moment.
- The Provost is excited about Policy 103. Not all University's have such a policy. The strength of Policy 103 is that it sets an expectation for searches (e.g., composition of search groups and the applicant pools). However, we should contemplate the dual career, cluster hire, and opportunity hire further, because they kind of go against the purpose of the policy. We still need to find language for these other (non-typical) hires.

CSWF are also working on:

Policy 320:

- Modified duties.

Policy 352:

- To avoid stretched expectations when tenure clock extensions were in place.

- Examine the language that goes into 3 year evaluations reports, etc.
- May make some recommendations to Promotion, Tenure, and Evaluation committee to avoid stretch expectations.

### Other trainings:

- Commission, along with FORWARD, assisted with development of Promotion, Tenure, and Evaluation (PTE) and search committee training.
- We also have search committee trainings and other trainings to help with bias, etc. For instance, now we have a new PTE workshop in its first/pilot year. The PTE workshops present very valuable information.

### Administrator and unit evaluations

- There were administrator evaluations.
- Unit annual report is down to 2 pages.

### Advance FORWARD department award

- Last year the group developed criteria/a rubric to review the applications. The criteria made it more systematic to make a discussion. Not every department was able to check off all the 3 criteria. Therefore, they were wondering if they should have some sort of a weighting system in place and whether they should look at evaluations with strong single criteria. Currently they are trying to figure out how to do future evaluations.

### Teaching evaluations

- Triangulation using 3 legs
- Student ratings
- Peer reviews/evaluations
- SROI revisions – we want to reduce the bias within the evaluations.
- There is a thought to maybe go to the student senate and teach them about bias or work on new questions, etc.
- It is a broken tool. Some people bank on that it is a terrible tool.
- Maybe look at how much faculty spend time teaching based on gender.
- Online SORI's – may introduce bias, because some students do not go to class but fill the evaluations out. Some departments see a decrease in the amount of completed SROIs online over time.

### Discussion – Institutionalization

- ***Structural “home” for CSWF – linked to President’s or Provost’s office? As a standing committee of Faculty Senate?***

- Suggestions: house the committee in faculty senate or operate the committee under the president's office.
  - Is there a lot of overlap with any diversity groups within the senate?
  - There may be a time when the bylaws could be written and include the group.
  - Think about the longevity as to where we house the group.
  - External Advisory board recommended finding a new home for the group.
  - Sometimes it may be undesirable to change something that is not broken or is currently working fine.
  - Provost suggested one idea of working with General Counsel to set forth protected structure for commission under provost's office, to avoid vulnerability of dissolution.
  - Should the CSWF group be a rabble rousing group?
  - There is a great deal of good reasons to have it come out of the senate, because it's organically coming from the faculty.
- **Roles of CSWF**
    - We have been working a great deal on examining the university's policies impacting the advancement of women faculty, and looking to other universities for examples on how to handle campus climate issues and how to more fully engage, recognize, and utilize the contributions of women faculty for the betterment of the university.
    - In the future we see ourselves working more on identifying and responding to developing campus issues relevant to opportunity for women faculty.
    - Provost would be happy to have the group. The group could maybe be housed somewhere else. Provost would be happy to explore other options to house the group.
    - The group will have other models to look at, because they are looking at other ADVANCE projects after funding was over.

**Next FORWARD Meeting:** FORWARD IAB will be attending, Friday, November 9, 11:30-1:00, Room of Nations