

MU-ADVANCE Team Meeting
Tuesday, March 11, 2008
Minutes

Present: Marcia Harrison, John Maher, Judy Silver, Elaine Baker, Pat Logan, Liz Murray, Beverly Delidow, Frances Hensley, and Heidi Williams

Announcements:

-The external evaluator's site visit went well. She has submitted the report to us. (Copies of the report were passed around to everyone at the meeting).

-The Work/Life Balance Workshop was a huge success. An Evaluation Survey was produced and sent to participants. We have had several surveys returned, all very pleased with the workshop, stating such things as: "well worth the time;" "Bring her back soon," etc. We have left-over handouts if anyone would like copies.

Faculty Development Report:

-Research-track faculty may be defined under B.O.G. or listed in the term faculty description. We need a definition for research-track faculty, as incoming research-track faculty will need to be defined in their offer letters. It's important to have a university definition, especially to help define years toward T&P and if the university does not fulfill their contractual agreements.

-In the policy meeting with Dr. Sarah Denman, these items were discussed:

- What are faculty suppose to report for given years toward tenure from another institution?
- The MU-ADVANCE Policy Committee is proposing wording for offer letters to make this information clearer.
- Other suggested improvements included providing fund/org numbers and a minimal amount of \$ for new faculty who have start-up packages for research. John Maher discussed this with the steering committee and suggested coordination of university offices when preparing offers (salary and start-up packages) that are part of an overall research strategic plan. Maher also suggested that MU could hire people with related research interests or needs so that shared bodies of equipment can help conserve research resources.

Policy Changes Report:

-Modified Duties and Tenure Delay policies have been sent to Senior VPs. They will be taken to the Deans on March 18 and presented.

-Mid-tenure review policy will be revisited.

-Dual Careers website development is well underway.

-Teaching load evaluation- Marcia spoke to Brian Morgan about pulling data from Banner to determine course load. He will do a query on credit hours, number of preps. He will use IST as a starting point and then will branch out to other departments if ADVANCE thinks it's useful. Digital Measures will be able to produce all this information easily for us once it is implemented.

Recruitment Report:

-A female candidate offered a position in Chemistry has declined due to a dual career issue.

-Pharmacology – Todd Green, when asked by Judy, for an update on this search stated that he thought that ADVANCE was automatically updated by HR on searches. The Recruitment Committee will meet with Michelle Douglas next week to determine who will collect pertinent data on recruitment. A

strategy to work with the Equity Office will need to be devised, to ensure that all updates on open positions will be streamlined.

-The Mathematics Chair reported that his open positions are “stuck” in negotiations. This year, many of the advertisements went out early but recruitment encountered delays when negotiating start-up packages. It was discussed that recruitment requires that departments develop a recruitment strategy with the administration at the start of a search to help determine salary and start-up packages limits, so that the funds are accurately identified before the offer is extended.