

## MU-ADVANCE Team Meeting

Tuesday, November 13, 2007, Drinko 439

### Minutes

**Present:** Marcia Harrison, Frances Hensley, Elaine Baker, Liz Murray, Judy Silver, Beverly Delidow, Jan Fox and Heidi Williams

#### Announcements:

-A weekly news update highlighting news from MU-ADVANCE, a faculty member and a resource, have been created and is distributed to all female STEM faculty, the MU-ADVANCE listserv and STEM Chairs and Deans.

-Marcia Harrison asked the national ADVANCE site if any other institutions had looked at offers, in terms of acceptances and declines. Data from Case Western and Utah State also show that women tend to accept fewer offers than men-at even lower rates than we experienced.

-Dr. Tracy Christofero has been hired as the new Program Coordinator for Technology Management in CITE. She will be highlighted in a MU-ADVANCE weekly update in December or January.

-Jan Fox stated that WV-EPSCoR is being required to put forth more money in recruiting in order to create a more diverse population. This will include travel money to bring candidates to campus.

-Frances Hensley announced that there may be a new faculty orientation in January, something not typically done, in order to accommodate all the new hires arriving in the spring semester.

#### Recruitment Report:

-Judy Silver updated the search status chart and it was passed out to the team.

-Beverly Delidow confirmed that the Anatomy position is still on hold.

-The Biology position is still in the approval process. An update will be requested.

- So far the Chemistry Search Committee has met with one female candidate. The department was impressed by her. To date, 2 female candidates are scheduled to interview with the Chemistry Department.

-Beverly Delidow will send an e-mail to Michael Castellani stating that faculty from the Biochemistry Department would be interested attending the presentations and willing to meet with those who may be looking for potential collaborators at Marshall.

-The search committee for the Math Department will meet the first time after Thanksgiving (December 1). Marcia or Judy will attend the first meeting as MU-ADVANCE liaisons.

-MU-ADVANCE will support travel for Evelyn Pupplo-Cody to attend the AMS conference in January in San Diego to interview potential math candidates.

-There may be 2 open positions in math that will need to be filled, depending on Charlie Peele's retirement date.

-Elaine Baker will get an update on the Psych and Soc searches.

#### Faculty Development:

-Marcia Harrison is proposing that MU-ADVANCE co-sponsor (with MURC) monthly Grant prep/coffee breaks to discuss resources (i.e., RUI statements, broader impact statements) that could be shared among the faculty. These sessions would also provide an opportunity to discuss what small grant opportunities. She would like to schedule the first one before the end of the semester. An initial meeting has been scheduled for Nov. 14 with MURC.

-Frances Hensley is in the process of “cleaning up” Banner in order to implement Digital Measures. Once this clean up is finished, MU-ADVANCE will host a kickoff in DL 349 with refreshments.

-A T&P best practices committee has been formed, spearheaded by MU-ADVANCE, but led by Elaine Baker and Frances Hensley. Currently the committee is collecting practices and policies from every department concerning 1) adjunct faculty, 2) T&P guidance, 3) mid-tenure review, and 4) established mentoring systems. The goal of the committee is to define best practices for the entire university demonstrating a broadening of MU-ADVANCE’s influence beyond the STEM departments.

-It was suggest that MU-ADVANCE could inform female faculty about T&P practices and alert them to T&P research data associated with cognitive biases.

#### Policy Changes Report:

-A meeting has been scheduled with Denise Hogsett, Director of Career Services, to house and store CVs and resumes of partners/spouses of potential hires for Thursday, Nov. 15.

-Frances Hensley pointed out that we need to provide information on important contact groups for new women citing Women2Women and Young Professionals as a good starting point.

-It was suggested that a list of social clubs/affinity groups (such as the Rose Society) in the area would be a good addition to the Candidate’s Resources webpage.

-Frances Hensley distributed a draft of a Catastrophic Leave Policy for faculty. The leave would need to be in excess of two weeks up to 15 weeks, with opportunity for an extension if necessary, in cases of hospitalization, immobility, births, deaths, family obligations, etc. The Policy Review Committee has not addressed this policy yet. It was pointed out that 1) a pool of money needs to be established for departmental use when the Leave Policy is used to replace the person and 2) a statement of tenure-delay conditions will need to be added to the policy.