

**MU-ADVANCE Team Meeting**  
**Thursday, December 12, 2008**  
**Minutes**

**Present:** Marcia Harrison, Beverly Delidow, Judy Silver, John Maher, Sherri Smith, Frances Hensley, and Heidi Williams

1) Recruitment:

- Bev updated the committee on the SOM searches.
- The Aquatic Biologist position was declined by a female candidate, but extended to a male candidate whose spouse is a female psychology professor.
- It was suggested that if potential candidates want to come to MU for a second visit (aka: family orientation), MU-ADVANCE or another university entity should arrange meetings for the candidate.
- The HEPC may have funds set aside to assist with the dual career issue for partners/spouses.
- MU-ADVANCE should hold a training session to educate departments on the benefits of "trailing spouses" to eliminate the stigma.
- ADVANCE has made a positive impression on faculty candidates. One successful candidate stated that she felt her meeting with MU-ADVANCE during her interview was welcoming and provided a non-threatening component to the day.
- Dr. Maher suggested that MU-ADVANCE make every effort to make candidates feel respected, welcomed, and encouraged to want to come to a place like MU.
- Recruitment at MU should stress that as a new researcher at Marshall, faculty are part of a team that is building the research program. This can be an exciting idea for new faculty.
- If recruitment tracking is going to continue beyond the end of the grant, will the Equity Office assume this role? If so, search committees will need to be informed that the Equity Office will be more involved in their searches.

2) Policy Change Report:

- The Modified Duties policy is under review by the Faculty Senate Personnel Committee.
- The Mid-Tenure review policy is under revision with wording changes are necessary to articulate the value for this policy at MU. A policy will provide consistency throughout the university.
- A discussion addressed a concern about the pre-tenure review should this be a policy, rather than a procedure? Answer: For fairness and equal treatment. If this is merely a procedure, it would become a discretionary act that could disadvantage faculty. An administrative procedure can be changed easily; policies are more difficult to change once put into place.
- A mid-tenure review policy would assist a young faculty member and allows the department an opportunity to provide essential feedback. It will be important to clarify

that this is not a waste of the faculty member's energy. All information provided at the mid-tenure review can be part of the T&P portfolio.

3) Renewal Proposal:

-Should we focus on expansion plans – how to merge with other university groups?

**Most valuable aspect of the grant:**

-Mentoring and networking. The mentoring has been very useful to new female faculty members. It has provided more one on one interaction with someone who is familiar with the university. It's important to remember that a new person doesn't know what to ask.

**Problems to address:**

-Climate, dual careers, and salaries.

4) Other tasks:

-Host a workshop for chairs on how to recruit and retain the new faculty member.

-Try to get an MU-ADVANCE rep on the COS Dean Search Committee.