

MU-ADVANCE Team Meeting

Thursday, November 13, 2008

Minutes

Present: Marcia Harrison, Beverly Delidow, Judy Silver, John Maher, Denise Hogsett, Michelle Douglas, Frances Hensley, and Heidi Williams

1) Announcements

- Networking event, "Evaluation" immediately follows the team meeting
- Reported briefly on the "Building Diversity" Workshop
- Reported briefly on the AWIS dinner attended by Marcia Harrison at WVU
- Results from the offer/follow-up surveys were received from the external evaluator this week. A news item will be included in an impending update.
- The Appalachian Studies Association annual meeting is forthcoming. MU-ADVANCE may submit a presentation abstract.

2) Renewal information from Jessie DeAro, NSF-ADVANCE Program Director

- ADVANCE needs to draft an outline for the renewal application- due late January/early February.
- The proposal should focus on the next two years – what aspects or activities of the program do we want to continue over the next two years?
- The team was asked to think about what will put us in line for sustaining the program? How will these services be sustained? Who will take over and/or continue these services?
- Focus on activities that Academic Affairs will want to continue after the expiration of the program.
- Suggestion: State that MU-ADVANCE will continue working on what has already been embedded in the university that is sustainable. Examples: Dual Careers – a support letter from Denise Hogsett should be included in the renewal proposal.
- Michelle Douglas has requested funding to continue subscribing to HigherEdJobs.com after the end of MU-ADVANCE. A letter of support from her will be included.

3) Policy Changes Report

- The mid-point pre-tenure proposal has been discussed in the Faculty Personnel Committee. Frances, Elaine, and Marcia attended. Marcia will work with a subcommittee to address issues raised about the proposal.
- The Modified Duties proposal will be sent to the Faculty Senate soon. The committee added a sentence to the proposal and approved its submission. It was suggested that we seek additional faculty support for this proposal to attend the next Faculty Personnel Committee meeting.

4) Recruitment Report

- The offer is still pending for the Biology position.
- The Equity Office and MU-ADVANCE will host a Chairs Workshop on the MU recruitment process. Michelle Douglas will facilitate the workshop.

- Include administrative staff who generally process this paperwork for departments.
- Include MURC staff in this training.

-A new recruitment website with all the procedures for hiring will be launched in January.

-Michelle has purchased a new on-line diversity directory of recent graduates. She will share the access password with ADVANCE so that we can target recruitment.

-SOM-Anatomy position will be reposted/re-advertised.

-Chemistry search underway – MU-ADVANCE contributed to faculty packets; letters were sent to potential candidates from the list provided by Michelle Douglass (with 1 response from an interested applicant). Their on-campus interviews began this week and will continue through next week.

-Computer Science candidates will be targeted via women/minority directory

-Psychology candidates for the clinical position will be targeted via women/minority directory

5) Faculty Development Report

-1 mini-grant was awarded to Dr. Wendy Williams (Psychology) for travel to a conference.

- 1 mini-grant rejected, but the applicant was encouraged to take the committee's suggestions and resubmit in the Spring for travel in June.