

MU ADVANCE
External Advisory Panel Agenda
May 19, 2008
319 Administration Building,
Marshall University Graduate College, South Charleston, WV

Meeting Goals

- Review the progress of MU-ADVANCE year 2
- Assess the program's accomplishments and weaknesses
- Provide general guidance on the overall direction of MU-ADVANCE
- Make suggestions for dissemination of finding and state-wide collaborative activities

Agenda 2008

9:30 am	Program Overview-Year 2 Institutional Research and Climate Survey	Marcia Harrison MU-ADVANCE PI
9:50 am	Recruitment and Networking	Judy Silver MU-ADVANCE Co-PI
10:25 am	<i>Coffee Break</i>	
10:35 am	Faculty Development	Elaine Baker MU-ADVANCE Co-PI
11:10 am	Institutional Policies	Elizabeth Murray MU-ADVANCE Administrative Partner
11:45 am	Wrap-up	Marcia Harrison
12:00 p.m.	<i>Lunch</i>	
1:00 pm	Board Discussion to Formulate Recommendations	Advisory Board and MU- ADVANCE Team

MU-ADVANCE Advisory Board Meeting
Monday, May 19, 2008
MU Graduate College – 319 Administration Building
Minutes

Present: Kay Goodwin, Barbara Howe, Elaine Baker, Liz Murray, Marcia Harrison, Pat Logan, Bev Delidow, John Maher, Paul Hill, Jan Fox, Judy Silver, and Heidi Williams.

Overview- MU-ADVANCE Program's first 2 years (presented by Dr. Marcia Harrison):

- The use of institutional data to drive change has been particularly successful in year 2.
- Faculty-administrative partnerships were also cited as a key component for focusing on problems and facilitating changes at the university level.
- In the overview, Dr. Harrison stated that MU-ADVANCE will request a site visit from NSF to determine the eligibility of a 2-year merit-based extension.
- If not, there are PAID grants for dissemination purposes of best practices within WV and the Appalachian Region.

Faculty Development (presented by Dr. Elaine Baker):

-One comment was made that the MU-ADVANCE Office provides a neutral place for faculty to discuss problems they are experiencing since there is no ombudsman at Marshall. It's important to have a neutral person to talk to faculty, to act as advocates. This is a critical role in academia.

Recruitment (presented by Dr. Judy Silver):

- Marshall University continues to make offers to a higher percentage of female STEM candidates than are in the applicant pool, though the percent of female hires is lower than the percent of female job offers.
- New activities for Year 2 were completion of a candidates' resource page, working with a campus-wide equity officer, publishing a best practices brochure, advertising in minority database sites, and piloting a dual career services project
- Plans for next year include increasing targeted recruiting by seeking out possible applicants and preparing a new brochure for search committees on how to increase the applicant pool.
- One question about the success of increasing female hires at the IT institutions was raised at the NSF-PI meeting where it is a concern of whether more women are entering academia or whether the institutions are "poaching" each other.

Policy Changes (presented by Dr. Elizabeth Murray):

-One standout feature was that the Marshall Dual Careers Services plans to talk face-to-face with dual career candidates going beyond just a list of links.

Questions and Recommendations from Advisory Board Members:

-Do you know age breakdowns for retiring faculty (55 or older) that will be retiring over the next 5 years? At West Virginia University (WVU), tenure-track faculty are leaving the university

through retirement, but are being replaced by, what is referred to as “teaching faculty,” (aka: term faculty at other institutions, including MU), that are not tenure-track. These replacements can be promoted, but not tenured.

-MU is expecting faculty to go toward a reduced % teaching, and increased % research effort for new faculty. However, we now have term appointments that are all teaching. Thus, far these one-year temporary appointments have been used more extensively in the STEM disciplines.

There was lengthy discussion concerning the dual career services:

-Is there some institutional commitment to the dual career hires? Money can be put into a moveable line so that the money can float from one department to another department.

-Paul Hill stated that in the next EPSCoR proposal, money for a spouse/partner will be requested to cover the first 2 years of salary for a dual career couple.

-At WVU, dual career issues are also the biggest problem in recruitment in the STEM disciplines. MU should have somewhat better opportunities for dual careers, as they are in an area that is much more metropolitan.

Some suggestions for the Marshall Dual Career Services:

- List the Create WV (<http://www.createwv.com/>) on the MU-ADVANCE website.
- Home-based jobs would help (telecommuting jobs) with dual career issues.
- A network of people sharing childcare/daycare information has been helpful to faculty WVU.
- Links to other universities/colleges HR websites in the area should be listed on the dual career website.
- Mentornet (an e-mentoring network for diversity in science and engineering) can be a tool to nationally network to recruit post-docs and junior faculty.
- The Chancellor has a minority doctoral fellowship for women (Ph.D.s and Ed.D.s programs at WVU). He may be interested in supporting a diversity proposal based on MU-ADVANCE's efforts.

Other comments and suggestions:

-More institutionalized peer-review of teaching at Marshall would help faculty gain success in the classroom.

-Have faculty members put together a workload plan – outlining their % of time teaching, conducting research, and service. The Chair, the Dean, and the Faculty Member will need to sign off on this. It will be included in their yearly review. This will help both the faculty member and the administration to evaluate if the faculty member is fulfilling their % efforts in the three areas toward their teaching and research, etc.

-Appointment letters should be given to Department Chairs and should be included in tenure and promotion evaluation kits. These letters need to be included in faculty member's folders.

-It would be a good idea to build a networking site for applicants that are applying at other ADVANCE institutions, who are qualified for positions, but there are no openings. It would be a

great tool to have to recruit – although there may be privacy issue violations associated with this type of service.

-The writing assistance provided by MU-ADVANCE is considered a strength since manuscript and grant review are important for successful applications. This service in conjunction with the MU Research Corporation's efforts and EPSCoR grant review service provides a fair amount of support for grant preparation.