

MU-ADVANCE Team Meeting

Thursday, October 16, 2008

11:00 AM

Minutes

Present: Marcia Harrison, Denise Hogsett, Jan Fox, John Maher, Judy Silver, Frances Hensley, Michelle Douglas, Shari Clarke, Bev Delidow, and Heidi Williams

1) John Maher

The President was receptive to reserving slots for new faculty hires at the Child Development Academy.

- We need to find a solution to accomplish this intent.

- We need to determine when to transmit this information to the candidate, maybe with the offer letter? We will also have to make it clear that childcare reservation is contingent on acceptance and that it is a time-sensitive matter.

- It was suggested that the first month of childcare be paid for, as faculty are paid in arrears.

- A meeting with John Maher, Marcia, and Susan Miller will be arranged.

MURC update

- Eric Kmiec has accepted the offer from MU and will be bringing his entire research team, which consists of 8 female graduate students and post-docs. They will be arriving to the area in January.

2) Policy Changes Report

A letter and rationale has been developed for the Modified Duties Proposal.

- Having this policy protects the university's investment in the faculty member.

- It will also protect other faculty who step-in to fulfill these duties.

- It was suggested that Mary Jo Graham be contacted to alert her that the MU-ADVANCE policy committee would like to be present when the Faculty Senate reviews the policy.

- The Faculty Personnel Committee memberships were reviewed. CITE, SOM, and the COS all need representatives.

3) Recruitment Report

- The SOM-Anatomy search is still on-going. It will be re-advertised.

- SOM-Pharmacology position – They have interviewed two people for this position and are interviewing another candidate today (Oct. 16).

- Follow-up with Somerville and Susan Miller about the new Biology/Aquatics hire.

- Chemistry hasn't received many applications for their open Biochemistry position.

- Biochemists will be targeted by MU-ADVANCE. Michelle Douglas purchased a doctoral

directory of women and minorities – those listed in the directory are self-identified candidates. This directory breaks down Ph.D. candidates by discipline/expertise. This will be used to target applicants. Applicants will receive a letter of interest, along with the job ad and any other materials that would “sell” Marshall.

- Letter will be drafted to potential candidates.

- Biochemistry ads on HigherEdJobs.com will be examined to evaluate why ours is attracting few applicants.

- CITE posted a Computer Science open position on HR – it was suggested that applicants should be targeted for this position as well.

4) Faculty Development Report

- The spring hires evaluation was presented.

- A spring orientation should be offered. It was recommended that we formally recommend this to CATL.

- When do spring hires get their first annual evaluation? Frances is checking on this.

- Elaine and Marcia have met with the pre-tenure faculty that are being tracked by MU-ADVANCE.

- Two writing groups established – (1 interdisciplinary, 1 scientific). They have been report to the MU Writing Project

5) Announcements

- Marcia spoke to the Program Director at NSF about our renewal. She will continue to discuss whether we can apply for an accomplishment-based continuance or a standard renewal for 2 more years of funding. Application for renewal is due to NSF no later than February.

- It was suggested that we contact Sue Tams to have an article written about MU-ADVANCE for the spring issue.

- Digital Measures is ready to be launched. MU-ADVANCE will host a series of kickoff sessions, beginning with the MU-ADVANCE team, followed by the Deans and then the faculty. Frances and Heidi will arrange these.