

## MU-ADVANCE Team Meeting

Tuesday, January 27, 2009

### Minutes

- 1) Announcements
  - STAR Symposium – deadline is February 15.
- 2) Renewal proposal
  - Currently have 15 page draft.
  - Biosketches have been started. Be sure to list synergistic activities, major advisors (they are considered a conflict of interest during the review process), 5-related and 5-non-related publications.
  - Will the climate survey be continued on Assessment Day? In YR 4.
- 3) Recruitment Report
  - Recruitment: Michelle Douglas has a new system to track gender during the application process.
  - Can we offer the search committee demographics of previous searches in their disciplines?
  - Michelle wants to hold training sessions for chairs, etc. The MU-ADVANCE team will continue to have meetings to evaluate Equity Programs new hiring procedures.
- 4) Policy Changes Report
  - Policy: Academic Affairs has agreed to be responsible for the policy review. Do we want to have an advisory committee within Academic Affairs, or an ad hoc committee?
  - The Pre-tenure Review policy passed Personnel – going to Faculty Senate. MU-ADVANCE representatives should be on the Executive Committee agenda.
  - The Modified Duties policy – need to review the Virginia Tech policy.
- 5) Faculty development
  - Fellowships/ Mini-grants will continue to have the support we have previously offered (\$15K for Fellow+ \$5K for mentor and reassigned time; \$1K/mini-grant).
  - Could recipients of MU-ADVANCE money request that a portion of ICR \$ they receive for obtaining grant funds go back into the MU-ADVANCE fellow and mini-grant lines? Perhaps 5%?
  - CATL Bootcamp for New Faculty Research (offered to 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year faculty).
  - 3 broad disciplines-STEM, Professionals, Humanities-need to support Associates under these disciplines.
  - Faculty development needs to be redefined to include Research. In Years 4 and 5, MU-ADVANCE will work with the Faculty Senate to do this – it could be sustained through CATL.
  
  - MU-ADVANCE should hold a writing session for people to learn how to write to a broader audience, while making sure they get to the point.
  
  - Grant Chats – perhaps release time could be offered to a faculty member to take over the Grant Chats. Could Academic Affairs pay for this?

-The STEM recruiter will need to be replaced. Should ADVANCE take this on? This would show a push to recruit female students. Considering the pipeline, it would be a good thing to hire a female. Because this recruiter is split between the COS and CITE, there is not a focused push for one of the colleges. WVU has a full-time recruiter in Kanawha County.