

MU-ADVANCE Team Meeting

Wednesday, October 7, 2009

Minutes

Present: Marcia Harrison, Pat Logan, Sherri Smith, Donna Spindel, Judy Silver, Frances Hensley, John Maher, Jan Fox, Bev Delidow, and Heidi Williams

Announcements

1. First quarterly report for the renewal submitted.
2. Request from compliance – devise terminology for the governmentally-mandated employer benefits paid, to differential between those and typical fringe. Call it “employer tax benefits.” A search will be conducted on NSF and NIH websites to determine their terminology.
4. Initiate the development of a reassigned time procedure.
-Karla Murphy should be the contact person at MURC to discuss creating a procedure for this.

Recruitment

1. CITE has received 56 applications for their open Mechanical Engineering position. The review of applications began on Friday, October 1, 2009. A gender breakdown cannot be provided at this time.
2. It might be beneficial to recruit native speakers of various languages to look at applicants’ names to determine if they are female or male.

Policy Changes Report

1. The Modified Duties policy has been available for public comment for nearly the 30-day period. Thus far, no comments have been made. If no comments are received, it will be officially adopted by the Board of Governors and will automatically become an available university practice.
2. Workload analysis for 2008-09 has been conducted by Marcia.
 - a. As observed for the 2007-08, non-tenured faculty taught as many, if not more, preps as tenured STEM faculty in 2008-09.
 - b. The Colleges of Science and Liberal Arts both show a slight decrease in course load over the past 4 years.
 - c. The workload in CITE has increased. The suggested rationale was that smaller departments with not many majors results in more preps per faculty member. Also, full-time faculty in departments that do not offer general education courses or have part-time faculty cover those courses, do not have opportunity to oversee multiple sections of the same course.
3. Campus conversations and MU-ADVANCE data will be used for policy review and proposal development by a faculty task force next summer. The resulting policy proposals will be proposed by MU-ADVANCE during year 5 and continue to be sponsored by the Path Forward Committee.

- a. The goal of campus conversations is to spark institutional transformations with ideas generated by faculty, staff, students and administrators.
- b. Decisions involved with these campus conversations will go beyond gender to include all members of campus.

Faculty Development

1. Faculty Fellowships – received 4 applications (1 COLA, 1 CITE, 2 COS)
 - a. Fellowship applications have provided insight into junior faculty issues. For example, junior faculty have difficulty in identifying a mentor and balancing workload.
2. Fall Round of mini-grants – deadline October 16, 2009.
3. Digital Measures.
 - a. Faculty can begin to enter their information and can upload their CVs.
 - b. Classes will be imported through banner.