

Strategic Planning - Academic Excellence Committee  
Oct 16th, 2014 - 1pm  
310 Mason Hall

Members Present:

Dina Byers  
Crystal Coleman  
Dave Whaley  
Shauna Mullins  
Lilia Murray  
Renee Fister  
Ricky Cox  
Rory Goggins  
Ashley Ireland

Called to order at 1pm.

Next Meetings on November 13th and 20th. Meet at Wilson Hall 305 on the November 13th; Meet in Faculty Dev. Center (AS 107) on the November 20th

Town Hall November 3 at 2pm. Ruby Cole Auditorium.

Discussion about Objectives:

Should the objectives include such things as retention?

Suggestion to revise the first objective to say "recruit, engage, and retain a diverse faculty..."

Note to measure recruiting by measuring #s of diverse faculty. Note that we are well below the statewide average for diversity among faculty. This is a 20-year trend.

Suggestion to include the line "diversity of faculty and staff will reflect the emerging diversity in the state."

Suggestion to measure objective #1 by standardizing the phone call requesting an interview and keeping track of how many individuals do not come to campus for interviews due to salary or other reasons.

Note that recruiting a diverse faculty should ensure that we are recruiting full-time faculty, rather than adjuncts that teach without a having gone through a search.

Note that we do not do a good job of recruiting diverse faculty because we do not embrace venues that are targeted toward diverse individuals who are seeking positions.

Comment and discussion about expanding the Diversity Scholar in Residence process.

Note about the importance of a formal Dual Career Accommodation Program, so that recruited faculty may be guaranteed a position to a spouse or partner, to ensure the recruitment of strong faculty and professional staff.

Discussion about logistics about the Town Hall meeting.

Dina will begin with an overview of what we have discussed thus far in our meetings, and then give everyone an opportunity to discuss concerns. Two hours long. Are we going to allow questions or comments or both? Need for a microphone for speakers? Dr. Coleman will serve as moderator.

Plan for the Town Hall:

10 minutes - Introduction

Remaining time will be spent on each of the objectives and having the audience team up into groups of no more than 3 to discuss and share ideas for each of the objectives. There will be a handout where groups can record ideas if they aren't able to share them in the Town Hall. Roundabout, Deans and VPs, Staff Congress and Faculty Senate emails will have reminder emails for the next week's town halls.

Bullets were divided up among committee members present; it was agreed that there will be easels with paperboards.

Adjourned at 2:10pm.