Faculty Success Council--Minutes

November 19, 2021

2:00PM in person in Nevins 1061

Present: Kate Warner, David Nelson, Anita Davis, Ray Elson, Kadir Yalcin, Katie Adams, Shani Wilfred, Ligia Focsan, Sandy Trowell, Catherine Bowers, Emily Rogers, Mike Savoie, Lynn Crump, Bob Smith, Sheri Gravett

1. 10/22/21 minutes: approved.
2. Subcommittee reports:
   1. Faculty/Administrator Development—Anita Davis reported on the subcommittee’s online meetings and a Qualtrics survey distributed to the subcommittee members to identify the areas most important for identifying actionable future work in an atmosphere of a growth mindset that encourages risk taking. A major question is “how do we create relationships with students for inclusion and diversity in order to meet their sense of success?” Mike Savoie suggested targeting faculty who teach first-year experiential learning courses to help identify student needs and recognized Anita’s work trying to enable student success in relation to faculty success. Catherine Bowers reminded members to keep librarian faculty and graduate (often online) faculty in mind when relationships with students may be hard to create. Kate read the main ideas from the survey and encouraged sharing the survey with the entire Faculty Success Council as well as instructors for first-year seminars.
   2. Policy & Procedures—Ray Elson updated the subcommittee’s efforts to establish a faculty suggestion box and brought forward several considerations to the Council: should suggestions be anonymous or include identification to enable follow-up responses? Who should receive the suggestions?—preference noted for a faculty member who could then distribute suggestions rather than an administrator. Ray noted that it is important to create a culture where people feel safe but also heard, so it is necessary to be able to respond to comments. Provost Bob Smith compared this faculty position to one of an ombudsman at other schools. The subcommittee received the FSC’s approval to go ahead and contact IT about setting up the suggestion site.
   3. Rewards & Recognitions—At Kate’s suggestion this subcommittee is going to combine with the Faculty/Administrator Development subcommittee for future work.
3. Continuing work of the FSC—Big Questions to consider (brainstorming):
4. What makes for Faculty Success?—Kate urged the group to consider what facilitates faculty success, rather than focusing on barriers. Among the responses: “We are successful when we understand the rules.” “Faculty need time and space to focus on teaching and other main aspects of jobs rather than on administration.” Comradery—need to have the support of and shared vision with the people around us.
5. How can we build relationships and create community among faculty? Kate reviewed successful book discussion groups on diversity and inclusion held in COEHS departments, resulting in more connections among faculty and a start at work for improving faculty culture. “When you were at your best as a faculty member, what helped that happen?” asked Kate. Dave Nelson responded that faculty need an area where that culture exists and asked how we create that culture, recognizing the need for buy-in. Other suggestions: Develop ways to utilize expertise of faculty across campus for mutual support. Side-by-side learning for faculty and students.
6. Kate introduced new FSC member Katherine (Katie) Adams to replace Steven Downey from COEHS.
7. Subcommittee work before next meeting:
   1. Review previous subcommittee work and consider implications in light of today’s discussion.
   2. Anita will distribute the Qualtrics survey for the entire FSC to take, and Kate and Emily will consider ways to reach first-year seminar instructors for the survey.
8. **Next meeting: Friday, January 28, 2022 1:00PM Location TBD**