Faculty Success Council

January 27, 2023 Agenda

2:00PM STEAM Center

In attendance: Katie Adams, Ligia Focsan, Mike Savoie, Catherine Bowers, Jamie Landau, Jenny Evans, Alicia Roberson, Lynn Crump, Sandy Trowell, Kadir Yalcin, Kate Warner, Bob Smith, Sheri Gravett, Emily Rogers

1. Welcome, especially to Alicia Roberson, who is replacing Karen Gibbs from Student Advising, and introductions. Several FSC members were absent because of a conflict with a COHSS meeting.
2. Update on Best Practices for Department Heads:

* Next steps include categorizing our crowdsourced practices and distributing to department heads.
* Kate Warner reported talking with Joe Robbins, head of the Council of Department Heads, who pointed out that this text would be likely to be lost within the larger Handbook for Department Heads and was likely to be most useful given to the COD as a categorized group of suggestions.
* Katie Adams, Catherine Bowers, and Ligia Focsan volunteered to work on this categorization.
* FSC member Adam Wood serves on the COD and can present this material; Jamie Landau volunteered to serve a similar liaison role for distributing this information.

1. Review of New Faculty Success Survey (Fall 2022):

* Kate recognized Jenny Evans’ work helping develop and analyze the survey and prepare the slide presentation, which in final form will be housed on the FSC web site. Kate noted that the presentation is intentionally data heavy. Catherine and Lynn Crump volunteered also to take notes for the discussion.
* Discussion began with the application process and the reasons applicants consider VSU. Jamie noted that we aren’t “selling” these qualities sufficiently: warmth, diversity of school population, family-friendly location reasons. Action items:
  + Make marketing packet available during the interview process
  + Provide a more comprehensive welcome packet when new hires arrive, including information on doctors, schools, churches, restaurants, childcare and eldercare, realty.
  + Offer findings to HR—perhaps through Adam, who as a department head deals regularly with HR about hiring.
  + Improve information available on VSU website, which all colleges should examine. It was noted in the survey that some information is years old (even 20 years! noted Sandy Trowell). Bob Smith recognized that Paul Mihail from Computer Science is working on some of the website’s structural features. Sheri Gravett agreed that we need to remove our old links and materials, not just update new links.
  + Highlight these needs to Deans and Department heads for website updates.
* AAUP decision slide—Kate noted this was interesting feedback from respondents but probably had no actionable items.
* Discussion continued about the length of time before candidates are notified about job offers. Of particular concern is the delay at the background check stage. Action item:
  + Have HR-approved template for language for department heads and/or search committees to keep communication about the hiring process open with candidates.
* Further support for new Faculty. Action items:
  + Provide links to Chamber of Commerce information on local resources, maybe to add to HR pages and/or Academic Affairs pages. Discussion continued about the common “sandwich generation” needs.
  + Offer mentoring for new faculty earlier in hiring process. Sheri noted that early-hired candidates learn about this with June information on orientation, but that misses the many late hires. Jamie proposed two rounds for offering new faculty mentoring: June and again in September, when, as Alicia and Ligia noted, some new hires might see more need for mentoring. Jenny suggested possibly loading all new hires into the mentoring program and then letting those who wish opt out, but Jamie noted potential logistical issues with the highly personalized mentor matching.
* As 3:00 was rapidly approaching, Kate bookmarked the point reached in the presentation—tenure and promotion responses—to continue at the next FSC meeting. **Action item:**
  + **FSC members should review the remainder of the PowerPoint in the TEAMS folder and compile thoughts for the February 24 meeting.**

1. Kate noted our plans for future projects/tasks for FSC:
   1. Draft of the Academic Affairs Strategic Plan Outcome 2.2: “By fall 2023, survey the needs of faculty from diverse backgrounds. (Lead: AA Diversity Taskforce and Faculty Success Council)”
   2. Draft of the Academic Affairs Strategic Plan Outcome 4.3: “By spring 2024, survey the needs of part-time faculty. (Lead: Council of Department Heads in collaboration with Faculty Success Council)”
2. Kate invited further initiatives from FSC members.
3. Meeting adjourned: 3:00pm.
4. **Next meeting: Friday, February 24, 2:00PM, STEAM Center**

Future meetings:

Friday, March 24, 2:00PM, STEAM Center

Friday, April 28, 2:00PM, STEAM Center