

Faculty Development Council Minutes
November 22, 2019
10:00-11:30

Council Members Present

Don Feke
Lisa Koops
Hunter Peckham
Sarah de Swart
Diana Morris
Adrienne Fletcher
Julia Roberts

Council Members not Present

Diana Bilimoria
Ronald Occhionero
B. Jessie Hill
Sana Loue
Victoria Wright

1. Sarah de Swart called the meeting to order at 10:00.
2. The minutes from the previous meeting were approved.
3. Adrienne Fletcher announced the Mandel School's new programs to improve climate including weekly meetings to discuss Ted Talk on topics pertaining to cultural climate issues. These topics include psychological safety, gaslighting, bullying and conflict. The school will be working with a consultant in the Spring create an action plan for improvement.
4. The School of Nursing is working to improve climate through their culture and climate committee which is co-chaired by a faculty member and a staff member. They are focusing on logistical issues due to new set up in the HEC before handling more complex interpersonal problems.
5. Issues facing the faculty in the College of Arts and Sciences include shrinking faculty numbers, the Dean position and questions about budget. The need to rebuild trust and to focus on the most critical issues for moving forward. The College has initiated lunches for faculty to foster better connections and communication.
6. The School of Engineering is also facing the need for new faculty members. Competing universities are able to offer more appealing packages. There is a need to redefine faculty workloads for new faculty (millennials).

7. Don Feke recommended that the Council pursue Seed Sprint funding to resolve common issues for faculty. The council developed a plan for a Seed Sprint proposal to support mentoring in two facets. The first is to support underrepresented minority faculty by funding their participation in the National Center for Faculty Development and Diversity, Faculty Bootcamp. The second is to support tenured faculty in the participation in the Weatherhead School of Management, Executive Coaching training in order to serve as a Mentor for a defined group of faculty in their school. Participation in this part of the suggested program would be awarded with a course release for a semester.
8. The meeting concluded at 11:30.

The next meeting will be held on February 11 from 10:00-11:30 in Adelbert Hall, M3.