Faculty Success Council Minutes

September 22, 2023 2:00-3:15pm

2:00 PM STEAM Center room 1019

In attendance: Emily Rogers, Cori Crews, Jamie Landau, Jenny Evans, Monika Meler, Catherine Bowers, Brian Ring, Katie Adams, Lisa Batten, Ligia Focsan, Kate Warner, Sheri Noviello, Alicia Roberson, Sheri Gravett, Adam Wood, Ryan Wander

1. Welcome – Emily welcomed Lisa Batten from the College of Nursing to the group.
2. Announcements
   1. Pop-ups with the Provost – Dr. Noviello encouraged everyone to attend
   2. Faculty Dining Room at Palms - Emily reported that the faculty dining room is open and available for use. The sign that says “Aramark employees only” has been removed from the door.
   3. Other - none
3. Survey of Faculty from Diverse Backgrounds:
   1. Review Diversity Taskforce Recommendations for faculty issues – Reviewed highlighted areas of the recommendation document.
      * Comment was made that there is a committee on diversity and they may be working on many of these items. There is a response document that the committee created but there is question as to where that document lives. However, Jamie stated that a diversity council/committee does not currently exist.
      * Discussion followed about the chief diversity officer position and the current political and budget implications, and state regulations on DEI guidelines.
      * Catherine mentioned that there are benefits to streamlining as well as having separate and multiple committees/taskforces concerning with diversity.
      * Jamie shared about training opportunities through CELT and her previous experience with preferred name settings.
      * Kate asked for clarification of our committee’s charge in reference to the recommendations and a potential additional survey. What are actionable items in the short/near term that we could accomplish/implement?
      * The question was raised if we could get data from HR from exit interviews on why faculty leave. It is unclear if everyone receives an exit interview.
      * Monika highlighted that many times focus groups are formed, information and input gathered, and recommendations made but there is no follow-through or implementation.
      * Sheri suggested we wait on some items until the strategic plan revisions are completed.
      * Emily asked that committee members send her what each member thinks would be the most important items to move forward with.

Meeting adjourned at 3:05 p.m.

Next Meeting – Friday, October 27, 2023, Steam Center Room 1019 @ 2:00 pm