Faculty Success Council Minutes

April 27, 2023 2:00-2:45pm

12:00PM STEAM Center room 2003

In attendance: Jenny Evans, Shá Wilfred, Ligia Focsan, Kadir Yalcin, Ryan Wander, Adam Wood, Lynn Crump, Kate Warner, Emily Rogers, Sheri Gravett, Jamie Landau, Guest: Joe Robbins

1. Welcome.
2. Drs. Joe Robbins, Council of Department Heads Chair, and Adam Wood spoke about the upcoming survey on the needs of part-time faculty in response to:

Academic Affairs Strategic Plan Outcome 4.3.1: “By spring 2024, survey the needs of part-time faculty. (Lead: Council of Department Heads in collaboration with Faculty Success Council)”

Kate suggested that we model the survey development and launch on the plans for the Diverse Faculty Survey: a Group One to develop the survey and a Group Two to analyze the results. A list of regular current and recent part-time faculty can be available from Academic Affairs. Issues discussed: possibility of obtaining survey data and focus group data; including both online and ftf faculty; comparing adjunct pay here with that of aspirational institutions; comparison of experiences of faculty who teach at multiple institutions; soliciting further ideas from the Council of Department Heads.

1. Diverse Faculty survey update—Catherine Bowers will head Group One, for the survey development. Knicole Lee and Rafia Jenkins will represent the School of Nursing for the survey work.
2. New Faculty Success Survey Action Items—progress and plans:
   1. Faculty dining room reopened—thanks, Lynn! Can we have a re-open house or FSC mini-meeting there? Have regular FSC participation at lunch there; ask for donated free lunch to help promote. Promote with the Deans and at New Faculty Orientation.
   2. Kate and Adam will request a meeting with HR to discuss results of the survey.
   3. For “Reasons to Stay,” push the affordability of housing prices—suggest to HR when Adam and Kate meet with them.
   4. T&P support group with CELT—Jamie notes there are not a lot of new faculty for next year and that she can create a p&t checklist to help new faculty prepare ahead and workshop the list with the FSC. Jenny asked about a group for 3rd year faculty, which Jamie and others noted would be valuable for community and accountability.
   5. Opportunities for interdisciplinary research sharing among departments and colleges, much as LCOBA does among departments—pursue fall semester.
   6. FSC can create experiences to bring faculty together in smaller groups, perhaps for mini-presentation, which checks collaboration and research boxes (similar to above)—pursue fall semester.
   7. Possibility of a faculty social at CELT or at VSU Alumni House and ask if at least some of the socials could be family-friendly to allow more parents to attend—Emily will check with Jane Kinney.
   8. Other ways besides email to initiate communication with faculty—what methods of communication do faculty want?—promote FSC suggestion box at college meetings and through Faculty Senate Executive Committee as an alternate means of communication.
   9. Limit the number of committees on which new faculty serve—suggest to the Council of Department Heads and/or include in our Best Practices. The Deans could encourage department heads to limit new faculty assignments.
   10. Create and include a checklist for what to do each year in preparing for t&p.
   11. Web site of local resources for new faculty—Adam and Kate can discuss with HR; possibly include such information on Academic Affairs web site.
3. **Next meeting: Fall 2023**