Academy of Distinguished Teachers
Executive Committee

MINUTES

Monday, March 23, 2009
2:15-3:45 p.m.
ITV

Present: Paula O’Loughlin, Jon Anderson, Denny Falk, Dan Svedarsky, Jay Hatch, Phil Baird, Jeremy Hernandez, Karen Zentner Bacig

Guests: Rusty Barceló, Arlene Carney, Carol Carrier, Louis Mendoza

Jim Rothenberger Memorial Service Discussion
Very nice memorial service for Jim. Sense that it is important that we have ADT Executive Committee representation when someone passes away, whenever possible, at any memorial service that is held.

ACTION: Karen will see if link to video shown at Jim’s service is up and if it is, will send it to all ADT members. DONE.

Discussion with Rusty Barceló, Arlene Carney and Carol Carrier – Recruitment and Retention of Diverse Faculty (2:30-3:30 p.m.)

Recruitment

No central way to know who is being recruited relative to diverse faculty (Arlene). Vice Provost for Faculty and Academic Affairs (VPFAA) office knows only when faculty register to New Faculty Orientation. Typically VPFAA not called in or consulted. Do review files for tenured hires. Very difficult, centrally, to have a lot of impact in that arena, since most happens at the collegiate level.

Office of Equity and Diversity (OED) meets with deans and departments re the importance of recruiting diverse faculty. Also hold workshops about hiring a diverse faculty. In meetings with diverse faculty, issues arise around wanting a sense of community and how to create that feeling. Director of Equal Opportunity and Affirmative Action (EOAA) is meeting with departments and colleges to talk about recruiting diverse faculty and staff. Primary concern is one of retention. Diversity Institute, led by Louis Mendoza, will hopefully help in recruiting, retaining, and creating community.

Potential faculty also look at policies, resources, etc. as they are considering institutions for potential employment (Carol). What are our policies relative to stopping the clock, parental leave, child care, sabbaticals, etc.?

OED workshops – New program this semester. In future will include coordinate campus. EOAA would also welcome an invitation to come to coordinate campuses.
Hiring pools often not very diverse in spite of what is often a lot of effort to diversify the pool. What to do? Rusty believes talent is out there and that diverse talent is out there. We need to look at how we recruit, what avenues we use, how we advertise, etc. More complicated than who is or is not in the pool. How do we move beyond looking for people “just like us”?

Is there a role for the ADT? Could ADT members be invited to OED workshops since many are “high-service” faculty members who serve on searches, etc? Yes, we need advocates (Louis). Additionally, cluster hires were effective. We could also run a workshop at an ADT retreat.

Also, deans have a role when pools are sent back because they are not diverse enough. (Arlene)

Provost’s Department Chairs Leadership Program brings Rusty in each year to talk about recruitment and retention of diverse faculty.

To what extent does “community” make a significant difference in retention? How do we structure things to work across departments, since any one department likely won’t hire five faculty at one time? Need to be intentional in introducing recruits to others on campus as well as resources in the community.

Challenge for coordinate campuses relative to recruitment and retention of diverse faculty. Rusty noted that in these situations it is especially important to reach into the community.

Also important to look at what happens during the search process itself that hinders efforts to recruit diverse faculty. (Carol)

Can also offer information about spousal and partner hires, child care, etc. without asking them to reveal anything about their situation. (Arlene) This opens the door and gives the faculty member choices.

Important to look at our web sites also, to see how we present information and how easy it is to find. (Rusty)

Could we have boiler plate materials that could be provided to candidates? (Denny) Could also prepare things for chairs that would be similar that could be provided relative to searches that the three offices could work on. (Arlene) EOAA is actually thinking about putting such a resource together. A resource would be helpful, since some chairs or heads may not be as committed.

We need better online structure for faculty, like we have for students that would provide useful information for potential faculty as well. Searching for information on the University’s web site is very difficult and frustrating, oftentimes.

Postdoctoral opportunities – how many stay at the University? (Rusty) There may be opportunities for many of our campuses to retain these people.

How many tenure-track faculty do we hire each year? (Jay) 150-175 tenure-track and tenured across the system. (Carol)

Senior leadership is critical in these efforts. (Louis) Diversity is one of four core values.

Underrepresentation relative to gender is a problem in some disciplines. (Arlene)

How to address implicit biases? (Arlene)

Importance of mentoring. There is not one way to mentor. (Arlene) OED lunches address mentoring, as does New Faculty Orientation (NFO). There is a group in
CLA (Faculty of Color initiative), and that has expanded beyond the University, that brings a diverse group of faculty together. Could be helpful for faculty at other campuses to have access to this TC group.

Currently do not have a lot of senior faculty who are faculty of color or women. (Rusty) Emphasizes importance of becoming a full professor. (Arlene)

Are there specific ways the ADT can support efforts and contribute to them? (Jon)
  o Leadership at the ground level is needed as well as the leadership at the senior levels. (Louis) These issues must be discussed.
  o Should there be a specific effort for education and training for ADT members, since they provide so much leadership in so many ways? Having a focus on this information at the retreat would be a great way to disseminate information about diversity.
  o We also need to be talking with students and about the opportunities for a career within academe. (Rusty)
  o Creation of a post-doc/ABD teaching fellowship program for coordinate campuses that would draw from diverse post-docs/doctoral students on the Twin Cities campus. Could use ADT members as mentors.

What opportunities might exist to identify talented students of color while they are still in high school relative to future faculty, as well as looking at our current undergraduates?

All very willing to contribute to fall retreat, if focus is recruitment and retention of diverse faculty.

Also, OED will send agendas for upcoming workshops to coordinate campuses.

All see importance of ADT members contributing to and participating in recruitment and retention efforts.

Conference Update (Jeremy)
Registration is open and more reminders will be going out this week. Approximately 103 registrants.

Two workshops have pulled out. We have an unsolicited offer to do a workshop from the Office of Measurement Services. There might be another opportunity from UMD as well. Jeremy will talk with the committee members regarding how to proceed.

Jeremy will send email this week about Sunday evening gathering to ADT members and to newest award winners.

**ACTION:** Jeremy will send list of award winners, divided, to ADT EC members.
  - Denny will do CEHSP
  - Jay will do CEHD
  - Phil will to Crookston
  - Paula and Jon will call the rest.
Plans for following up in late spring on Mental Health Syllabus Statement (if time)

- Did you use statement in syllabus? Why or why not?
- Did you talk about the statement in class(es)? Why or why not?
- If yes to 1 and/or 2, did you notice anything this semester that was different from past semesters?
- Ask for people to respond to email and send it back to me
- Ask additional questions such as how much people know about the resources on their campus? Is there a way to have a system-wide set of general resources, with a link to campus-specific resources?

**ACTION:** Karen will send our questions to Jim Leger and ask if there are any other questions (1-2) they would like us to ask. Karen will route questions one more time to EC and then send to ADT at end of April.

**Other Business**

None.

**Upcoming Meetings**

- Monday, April 20, 2009, 12:30-2 p.m., ITV (TBD)
- Monday, May 11, 2009, 2-3:30 p.m., ITV (TBD)

**NOTE:** Distinguished Teaching Awards Ceremony – Monday, April 27, 2009, 3:30 p.m. in Memorial Hall, McNamara Alumni Center, Twin Cities Campus