

Meeting notes November 13th, 2020 (103 people on Zoom!)

Guests Maura Ryan, Chris Maziar

Welcome by Tatiana Botero, Chair

The new academic articles were approved and have been fully implemented

We have a large new cohort - welcome

We are implementing a new communication mechanism (Interim - Google Doc for questions)

TPAC appointments - Chris Maziar

- Thank you to the group on behalf of Marie Lynn (the provost).
- The provost's office has reassigned responsibility for the group - Chris Maziar previously was responsible for oversight of promotions, now given that Maura Ryan is working on mentoring, it would make more sense for her to be responsible for the promotion process.
- Chris Maziar will continue to oversee the reappointment process (there are about 200 every year, out of the about 500 TPAC faculty on campus). Maura Ryan - since she is on the grievance committee, will not be involved in reappointments. There are generally no grievances regarding promotions but sometimes are present in reappointments.
- Standardizing reappointment times, making sure that associates are 3 year terms, and assistants 1 year, in order to be consistent with the academic articles.

Mentoring and Web Page development - Maura Ryan

- echo thanks to the group for our efforts in this unusual semester and a half, and also echo encouragement to recoup and renew during break to recommit.
- Last year we spoke about mentoring initiative, with a small group who is part of TPAC (Kerry Meyers, Brian Smith, Nancy Michael, Alessia Blad, and Maria McKenna are working with Maura on this effort). The work has slowed a bit due to COVID but made progress on website for mentoring which will be under the provost's website. Will contain all information on reappointment and promotions for all groups of our faculty, for all schools and colleges, all schedules/timetables so we have access to it at any time. Also will include resources for reviews and initial appointments that will lay out responsibilities. We learned from the surveys that there are "service creeps" - things get added through time. So we developed a tool/ template that has the responsibilities outlined, same for annual reviews. We are close to going live with the website, we will get an email (please feel free to email with suggestions)
- The website will also be the place to facilitate the mentoring. You can go sign up to be a mentor or request a mentor.
- The website will also link to our group, and others that might be of interest to our faculty groups.

- Elena Mangione-Lora - will there be a formal training for mentors? What would be the indicators of success? Survey to capture emotional temperature?
 - We need a framework and are still working on this (funding?). Having the website with all information in one place is already going to be helpful. What can we do to help in a world past COVID?
 - Maria McKenna - we owe a debt of gratitude to Maura who has been a champion for our group that we are recognized as faculty. ND learning will also be a part of this collaboration and how to measure the success.
 - Kerry Meyers - importance of measuring responsibilities and having a chance to communicate the amount of work that is being done is crucial for annual reviews to exist.

Additional comments:

Updates to our structure and communication efforts / webpage - Tatiana has been working with Ted Fox to transfer the old webpage to a new website under the provost's site (Thank you to Chris Clark who developed our old site and best wishes on his retirement). It will be home to our bylaws and constitution as well as meeting notes, and Ted can update the website for us. Grateful to Maura for recognizing us as regular faculty members.

New google doc is a way to communicate with each other instead of emailing each, it will be easier to track. Tatiana will monitor the document and forward it to appropriate people. Maura and Chris both want to be in the loop and informed, which is very encouraging of their level of involvement.

Review of constitution and by-laws - need to update the name change from SPF. Will circulate the updated version.

Executive committee AY 2020 - 2021 (Please tell us who you are so we can keep you in the loop)

Faculty senate: Anna Geltzer, Amanda McKendree, Shauna Williams, John Lubker, Molly Walsh

Academic council: Elena Mangione-Lora, Tatiana Botero

Chair elect

Past chair: Mary Flannery

Chair: Tatiana Botero

Elections - Chair elect for 2021-2022

It's a difficult learning process to get transitioned into chair, can we maybe change the timing of appointments to 2 years.

Steve Wietstock supports 2 year term, as many others on chat

Academic articles does say we hold elections every year, but we can simply have the current chair run for another term.

Maria McKenna, provost is not ruling over our committee, explained the changes in academic articles.

Need to elect - will send out a google form to vote. Need nominations for chair elect. Since we didn't have a vote in May. Will send out an email for self nominations to become a chair elect (we have Mike Kitts and possibly Susan Gursky who was nominated) collect responses and then report. Please include one sentence.

Nomination solicitation email will go out the 14th.

Nominate by 18th, google doc by 19th, vote by 20.

So Tatiana will "run" for one more term

Need a president elect for 2023

Intro of our new members:

Peter Cajka, American studies DUS

Katie Walden, American studies, eng/CS

Yazen Khasawneh, engineering

Ana Fauri, Romance languages and literature (Portuguese)

Kelly Rubey, Mendoza

Judith Benz, German

Vanessa Chan, psychology