Minutes/Draft
Woodring Faculty Affairs Council
February 22, 2019, 10:00 am – 1:00 pm
Miller Hall 158

Committee: John Korsmo (Chair), Trula Nicholas, Kristen French, Steph Strachan, Karen Dade,
Regrets: Keith Hyatt, Tracey Pyscher, LeAnne Robinson, Horacio Walker
Guests: Cheryl Mathison

DISCUSSION ITEMS

Approve minutes from January 25, 2019
Motion: Trula Nicholas
2nd: Karen Dade
Unanimous approval, excluding Tracey Pyscher, LeAnne Robinson, and Keith Hyatt’s abstentions.

Discussion of Woodring Community Meeting:
- How did the community meeting go? What did we learn?
- Appreciated hearing the student’s point of view.
- There was good representation across programs.
- Take away: How can we do better? Cohesive/effective professional development for faculty. Integrate critical multicultural influence across everything we do. Be aware how we come across to students.
- Learn why students may be uncomfortable in this college.
- The community meeting discussions can be useful for various programs as they revise curriculum.
- We need more transparency or public sharing of efforts underway. Students aren’t aware of the efforts we are making. They need to know what we have been doing and where we want to go. This can support with accountability, as we make our efforts more visible. If we are doing something and they don’t see it, maybe we aren’t really doing it.
- We (WCE) could develop and post transparent long and short term goals.
- Behind the scenes, things look different than what the students see.
- For March 1 meeting to be most productive, it may be helpful to share an historical perspective – for instance what has been going on for years related to equity/inclusion, and diversity.
- Different departments have different points of view, different needs, and different ways of responding and moving forward.

TO DO LIST

| Invite RSP to a future WFAC meeting to discuss grant writing and funding possibilities: John will invite Tracey Finch to meeting. |
| Suggested language for DEP review (Tracey) |
| Discuss mentorship with junior faculty |
Motion (Trula): FAC will use a Participatory Action Research framework to move forward Priority 1 of the Woodring Strategic Plan. This will include:

- Development of FAC Equity & Inclusion Action Team [See John Korsmo’s draft recommendation and description, attached]
  - Identification of “problems” or areas of concern to focus on (may be more than one)
  - Designated time at each FAC meeting for discussion, action, and analysis
- Invite students and alumni to inform the Participatory Action Research
- Summer professional development and engagement with campus and community partners

2nd: Karen
Unanimous approval

Discussion:
- We have an opportunity as well as a responsibility to highlight and work on issues of equity and inclusion.
- Start this now, and develop plan over summer.
- FAC Equity & Inclusion Action Team Handout
  - Learn how to navigate challenging issues that arise in class. Examples include: standpoints, perspectives, identity, privilege, marginalization, and identifying being reflective in the field.
  - Deeper work takes time
  - Summer work, to articulate results and plans in the fall
  - Invite key student representatives to FAC
  - Share what we are doing and ask for feedback
  - Look at policy, and practices, not just curriculum
  - Students need mental health resources and support, holistic resources for students
  - Students would like more information about faculty backgrounds on their websites

Opportunity Hires:
- Opportunity/equity hires are being treated differently
- How do we make it clear that each person is hired on personal merits and what they bring to the university?
- When someone is an opportunity hire explain:
  - Process and what an opportunity hire is
  - Funding source is the only difference in the appointment
  - Each person is here on their own merits.

Moving Forward:
- Conversation about improving unit evaluation plans and articulate with departments
  - Next meeting Horacio will share ideas for this
  - Policy: take a look at weight of teaching, service, and scholarship. Service is often undervalued
• Associate Dean Search;
  o Candidates will be here March 13-14 and 18-19. Each person will spend 1 ½ days here.