Faculty Success Council

October 28, 2022 Minutes

2:00PM STEAM Center

In attendance: Jenny Evans, Shá Wilfred, Sandie Delk, Catherine Bowers, Kate Warner, Ryan Wander, Adam Wood, Javian Brabham, Lynn Crump, Emily Rogers, Jamie Landau

1. Welcome.
2. Report on initial impressions of responses from the New Faculty Survey Task: Jenny distributed an analysis of the survey results with responses for each question, noted the overall positive responses with good advise, and advised close attention to the qualitative responses at the end of the report. Kate emphasized that this report is the first phase of sifting through the data. Shá observed three major concerns that appeared: 1) tenure and promotion 2) retention 3) recruitment and asked for additional information that considers the length of time respondents have been at VSU. Catherine asked how and with whom the results would be shared; Kate compared the distribution of results to the PowerPoint summary of the faculty survey results posted on the FSC website at <https://www.valdosta.edu/academics/academic-affairs/faculty-success-council/> as well as with Deans’ Council and the Council of Department Heads.

Jenny invited FSC members to send her emails (jenevans@valdosta.edu) requesting various representations of the results, and Jamie noted that further thematic analysis is needed. One suggestion that stood out was the request for information about orientation and mentoring at the level of the offer letter to emphasize that new faculty support will be available. Discussion of mentoring for new and existing faculty, both for t&p and for campus culture navigation, followed. Kate and Shá both requested tables or bar charts to help illustrate survey results. Kate and Emily will gather actionable items from the responses to consider further.

1. Remaining item from last Academic Affairs Strategic Plan: develop and distribute Best Practices for Department Heads. Sheri Gravett and Ryan have done some initial work here, but Kate presented an additional plan: to divide FSC members into college “teams” to solicit suggestions from Deans, department heads, and other colleagues (see attachment). FSC teams should send these responses to Kate and Emily before Thanksgiving, if possible, in time to compile for the next FSC meeting on December 2.
2. Plans for future projects/tasks for FSC: Kate introduced the idea of having a common reading for FSC members, noting Sheri’s recent readings on ways to address faculty burnout. Kate requests that FSC members submit for consideration readings that might be helpful for FSC members and other faculty to read. Kate also mentioned the possibility that the FSC might collaborate with the Academic Affairs Diversity Task Force on a minority faculty survey and with the Council of Department Heads on a part-time faculty survey, based on strategies in an early draft of the Academic Affairs Strategic Plan.

Kate then passed out copies of a short article, “Grit, Gratitude, Grace, and Guidance: Moving Academic Medicine from Crisis to Transformation,” that efficiently addresses some faculty workplace and wellness issues for FSC members to read if they like (see attachment). Discussion followed in which Lynn brought up difficulties with motivating students as one cause of faculty burnout; Adam suggested making recommendations for student success to Student Affairs; Shá reported that she had met with Vice-President Vincent Miller, who recommended asking faculty what student need to do to be successful academically and help bridge the gap between high school and college.

The meeting closed with Kate’s request for more feedback on the new faculty survey and other ideas discussed.

1. **Next meeting: Friday, December 2, STEAM Center**