Minutes for the CAT MVP (Mission, Values, Programs) Meeting  
Tuesday, September 17, 2014  
3:00 – 4:30pm

In attendance were Dr. Elizabeth Yost Hammer, Dr. Mark Gstohl, Dr. Wyndolyn Ludwikowski, Dr. Renee Akbar, Dr. Cary Caro, Dr. Kristi M. Rapp, Dr. KiTani Lemieux, Dr. Cecily DeFreece, Ms. Janice Florent, Mr. Bart Everson, Dr. Tiera S. Coston, Dr. Karen Nichols

Absent: Dr. Kelly Johansson

The first meeting was called to order at 3:05pm, followed by a moment of silence.

1. Welcome and thank you by Dr. Hammer.
2. Introductions of committee members.
3. Background and Goals
   Dr. Blanchard approached CAT last about expanding our mission. Xavier provides support for teaching (via CAT); but not a lot of support for scholarship. There was the Associate Dean for Scholarship in Dean’s office but that hasn’t been staffed recently; CAT can help with broad faculty development and we have faculty buy-in — CAT is a resource and is non-evaluative. In addition, the infrastructure is in place. So Dr. Blanchard thought this would be a good time to explore expanding our services and mission, in conjunction with CAT’s 20th anniversary. We’re here as a committee to explore this holistic approach to faculty development and a name change (or not, we may decide to keep things as is).

   CAT staff have been discussing this issue this summer using a teacher – scholar model. Remember that all components of faculty responsibility — teaching, scholarship and service -- should ultimately be for the students, improve student learning. As you’ll see, our current program statement reads, "the intellectual work of faculty in teaching, scholarship, and service is the means by which the art and science of teaching and student learning are advanced."

   Necessary Conditions in pursuing this expansion

1. We will work with an advisory board before making any substantive mission, values, or name changes — success comes from the faculty buy-in that we have, and we would want a review of the mission to faculty driven. In addition to this committee, we will make the meeting notes available to all faculty and have space for all faculty to make comments as they see fit.

2. We need the support of the administration to provide release time for faculty because scholarly productive time is much of what faculty members need — obviously we will need external funding for this release time and grants are currently being worked on.

3. We need an increased personnel and operating budget to get started – both internal and external funds needed.

We’re sharing all of this because even if we come up with a great idea for expansion, CAT needs university support for implementation.

Questions about background and goals?

   Question about current faculty writing group — was it a pilot? Not really; Dr. Manley and Dr. Edgecombe approached Dr. Hammer to help.

   But this sets a foundation or precedence for CAT to act as hub, launchpad in CAT for this initiative.

   What’s the ultimate goal of the administration with this initiative?
   • Simply to provide expanded support
   • Note that in the university’s strategic plan is the action item to increase the number of scholarly publications. However, this expansion of CAT is not one of the strategic plans
   • Note that CAT is not questioning tenure policy nor will tenure become the purview of CAT
   But we discussed that by using Teacher-Scholar model, could we be questioning the trend to value scholarship over teaching?

4. How this will work? – We will meet every two weeks, 6 times, this semester, with the goal of having a final report done by end

   CAT staff will take notes, prepare as much as possible for the meetings, most of your work as a committee will be done
in the meetings, CAT will write the final report and then you can review and make suggestions.

All notes/minutes will be posted and comments welcomed from all faculty. At every meeting and via email, please share this with your division. We want this to be a transparent process.

5. Let’s begin with the end in mind
   Working mission – just a draft to give us a starting point. The MVP Team will craft the final mission
   Our mission is to support the professional development of faculty across all career stages and all areas of professional responsibility including teaching, mentoring, scholarship, service, and work/life balance and life-long learning.

   We know we’ll be making changes, but this works for now to “center” us as we move forward through the process.

   Questions about working mission?
   Is this mentoring, faculty or students? We will need to decide for final mission.

   Perhaps we should begin with ”In support of the university mission, OUR mission is to…”

6. Review of current mission, values, and programs conducted by Mr. Everson

   a. Current mission
   b. Current Program, means by which art and science of teaching and learning are advanced; scholarship is already mentioned here “Program.” “Vision” might be a better term.
   c. Current Values portion of CAT’s mission: already sounds pretty holistic; Read by Bart

7. Timeline
   Fall Semester:
   --Biweekly meetings of the MVP Team to explore a mission/values change that takes a holistic approach to developing the whole faculty member
   --Offer modest programming in support of the teacher-scholar (e.g., Xavier Faculty Writer’s Group, November Writing Lock-In)

   Biweekly meetings:
   --Meeting 1 – background, goals, getting started with a working mission, review current mission, SWOT analysis
   --Meeting 2 – Review of Model Centers, focus on Values
   --Meeting 3 – Review of faculty feedback of Values, focus on Mission
   --Meeting 4 – Review of faculty feedback of Values and Mission, focus on Program
   --Meeting 5 – Review of faculty feedback of Mission, Values, and Program; focus on outlining all necessary components for Final Report
   --Meeting 6 – Review of MVP recommendations for Final Report
   --Post-biweekly meetings – Review/edit/approve Final Report via email

   Of course, other issues will arise so this is just a working timeline
Here is the SWOT analysis from CAT staff in strategic planning Summer 2013:

**STRENGTHS**
- Good Reputation
- Quality of the staff, full time
- Faculty buy in
- Non-threatening model
- Longevity, History, mature center
- Administrative support, full time
- Research for best practices, up to date, forward thinking
- Subject matter expertise
- Technology, state of the art facilities
- Collaborative spirit (good group dynamic)
- University and CAT Mission

**WEAKNESSES**
- Practical applications of theory, ie: getting students to read-tools to take home
- Infrastructure-ITC, support online initiatives, sub-optimal, fiscal
- Ambiguity about e-learning, CAT housing
- Stipends, release time, resistance
- 4 and 4 teaching load
- Faculty morale, stress
- Transitional challenges
- Transition of restructuring
- Assessment specialist, faculty development
- Aging built environment, carpet, facilities weaknesses
- Budget decrease

**OPPORTUNITIES**
- Higher education transition
- Accountability
- Pedagogical trends/movements
- MOOC, faculty development
Collaborations and Partnership with other campuses
Respond to accreditation to obtain what we need

THREATS
MOOC's
Skyrocketing tuition costs
Plummeting financial aid
Hurricanes
Decrease in Granting agencies
Generational differences, age, environment of younger faculty
Relevance of HBCUs are being challenged
Vocational school mentality, devaluation of liberal arts, challenge of liberal arts
Global unrest/climate change
Accreditation process (effects of)
New Orleans violence
Consumer mindset in higher education transition, consumerization of education

9. Homework:
1. All notes/minutes will be posted and comments welcomed. Please share this with your division at meeting and via email.
2. Review the websites I send you with model centers.

10. Next meeting Oct. 1 3:00 – 4:30pm

THANK YOU

With no further business to discuss, the meeting was adjourned at 4:35pm

Respectfully submitted:

Karen N. Nichols