MVP Agenda
 (Mission, Values, & Program Committee)
October 1, 2014
3:00 – 4:30

Minutes

In attendance were Dr. Elizabeth Yost Hammer, Dr. Kelly Johansson, 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. Karen Nichols
Absent: Dr. Tiera Coston
The meeting was called to order, followed by a moment of silence.

- Dr. Ross Louis will join us as the CUR representative. We'll ask him to be on the lookout for partnership opportunities as they come up and also if there are any overlap issues as we discuss what CAT is trying to do.

- For your documentation on serving on this committee, please use the name: Mission, Values and Program Committee.

- Brief review of previous minutes which had already been approved.

- Review of the MVP website.

    - Let's review faculty comments thus far. It seems the comments have come from LAMP faculty. Please note that the Administration was sent a link to this site and it is open to the public. Remember to share with other faculty and we'll keep posting additional information.

    - In looking over the comments, the overarching theme so far is the need for *faculty release time* for scholarship.

    - We want to keep this need in mind as CAT is writing grants—release time is necessary to achieve our goals.

    - Note that release time looks different in the College of Pharmacy and within our two divisions. Scholarship is required in COP as well. COP has tried to find formulas for workloads in COP but only 3/126 schools even have something. Workload formulas in Professional schools are not the trend. We'll do some research on Faculty Development in Pharmacy Schools.

- Discussion of model centers (from homework)

    http://www.umass.edu/ctfd/

    http://www.seattleu.edu/faculty-development/

    http://blog.spu.edu/csfd/

    http://cfde.emory.edu/

    http://www.sjsu.edu/cfd/

- What did we like from these Centers:

    - UMass: teaching and faculty development is broader, faculty writing place, mentoring grants (mutual mentoring), grants the center can give out to faculty, summary for previous year of everything they had done, highlighted their awards, whole page on HR issues, focus groups w/ chairs to solicit feedback on what faculty need, tenure prep resources, work/life issues, faculty centric HR

    - Seattle: work/life balance, one on one consultations—formative, confidential, voluntary, tenure, created by faculty for faculty—supportive; new chairs and directors supported as well, great online tools (syllabi, rubrics, self-assessment) across the disciplines freely available, midterm eval forms you can use

    - Emory: organized around their mission, scholarly writing support—grants to help, mission: clinician is part of their mission which is good.

    - San Jose: big section on technology how-tos (google); included graph showing what they do; this one was a favorite (along w umass)—great layout of website; work/life balance again

What didn't we like

- Didn't see UMass mission statement

- Seattle pacific: student link and resources for students (dislike)

- **Our favorites are UMass and San Jose State**

A more general discussion:

- Dr. Caro: look at programming to see what we want to and can offer here

- Dr. Lemieux—all of these models have a lot of staff to run these separate areas; need the admin support

- Mr. Everson—we actually have a comparable staff if you count our faculty who are helping

- Dr. Hammer—but we will need a few more such as coordinator positions for each grant we write; need admin support and release time

6. Explore a faculty development model for CAT

- Do we want to have a faculty development model? Would it be useful?

    - Mr. Everson showed the CDEC career development and teaching model from Medical College of Georgia:
      http://www.gru.edu/mcg/development/career/cdecmodel.pdf

    - Mr. Everson didn't find any model that really inspired him but showed what he has in mind: Keegan Stages of Growth and 4 quadrants
      http://www.rsablogs.org.uk/wp-content/uploads/2012/08/MC.png http://www.integralhealthresources.com/integral-health-2/the-four-quadrants/

- Perhaps we want to reference some theory of human development or system of perspectives that need to be accounted for mapped to a faculty development model http://www.mentoringforchange.co.uk/classic/integral_model.php

- Committee would want to see the research behind the models

- Rank and Tenure have already set up quadrants for us, but doesn't include holistic approach

- Theoretical model might really help with grant writing; map resources to this quadrant to see what's missing

- Dr. Akarbar, Dr. Ludwikowski, and Mr. Everson will work on this (applying models to faculty development) for homework and present to the committee next meeting.

7. Review/revise values (did not complete this section)

- Should any be removed/outdated?

- Should anything be added if we expand our mission or just to change with the time?

  - Maybe flesh out last part of first "value", it seems too long

  - Some of our current Values are too action driven

Next meeting: Everyone bring their laptops and we'll work together on re- writing the values and from there start on the mission

- Homework for next meeting:

  - Once the minutes are posted, please remind your colleagues to check them out (http://cat.xula.edu/about/mvp/).

  - Please read Faculty Development Beyond Instructional Development: Ideas Centers Can Use 247 by Mary Deane Sorcinelli, Tara Gray, & A. Jane Birch (2011).

  - Dr. Ludwikowski, Dr. Akbar and Mr. Everson will work on faculty development models as their homework

- Next meeting Oct. 15 3:00 – 4:30

THANK YOU!

Respectfully submitted,

Karen N. Nichols