

MVP Agenda
(Mission, Values, & Program Committee)
October 29, 2014
3:00 – 4:30

Minutes

In attendance were Dr. Elizabeth Yost Hammer, Dr. Kelly Johansson, Dr. Mark Gstohl, Dr. Wyndolyn Ludwikowski, Dr. Cary Caro, Dr. Cecily DeFreece, Dr. Ross Louis, Ms. Janice Florent, Mr. Bart Everson, Dr. Karen Nichols

Absent: Dr. Renee Akbar, Dr. Kristi M. Rapp, Dr. KiTani Lemieux,

The meeting was called to order, followed by a moment of silence.

Working 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.

- **Before beginning:** Dr. Gstohl asks that we remember our Catholic mission – educate whole person, connections we make with others and with the Other as we're going through all of this
- Dr. Akbar asked that we honor and respect that we're an HBCU too
- **Review of previous minutes:** today's set of minutes will be very important for you to spread word throughout your respective divisions; no changes to previous minutes
- **Review of faculty comments on CAT's website thus far:** a few new comments from last meeting: Jeremy Tuman has a recommendation for re-wording one of our values;
- Question asked about release time and funds awarded to faculty with no research. Dr. Hammer's response: any release time CAT provides is part of a grant for which one has to apply; release time for other reasons are not CAT related
- **Presentation of revised faculty development models for CAT** (Dr. Ludwikowski and Mr. Everson): CAT wants a model, we can map our programming onto it and identify any missing pieces – we want to make sure we are touching all aspects of faculty development of the whole person

Developing Competence Model: CAT staff will work on this some more but here is what Dr. Hammer, Dr. Ludwikowski and Mr Everson have come up with.

Faculty Development Model (Adapted from Chickering & Reisser)

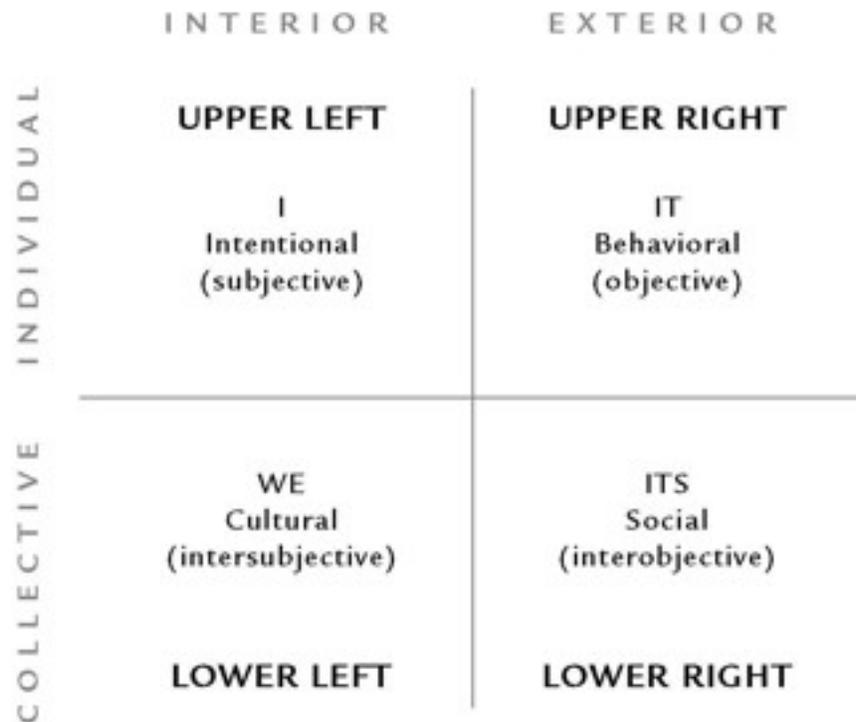


Embedded concentric circles with “Developing Competence” as the inner circle
Next circle: Developing Emotional Awareness (work/life balance issues) resilience
Next circle: Developing Self-Direction
Next circle: Developing Collaborative Relationships
Next circle: Establishing Professional Identity
Next circle: Developing Career Purpose
Outer circle: Developing Integrity

We’ll work on our values and then map them to this model to make sure we’re not missing anything

Mr. Everson would also like to reference the 4 quadrant model from last meeting in the presentation

of this circular model.



CAT and Dr. Ludwikowski will work on this model if it's okay with everyone else.

- **Finalize revision of Values--here are the new proposed CAT Values (we will continue to tweak these as we work on the mission)**

The Center is committed to the University's mission of creating a more just and humane society. We adopt the ethical guidelines [link] of the Professional and Organizational Development (POD) Network in Higher Education.

In so doing, we are an organization that values:

- a holistic development model [link] of faculty development based on their unique interests and expertise;
 - a nonjudgmental, safe, collaborative, and supportive environment for faculty to think, experiment, and work in creative and diverse ways;
 - self-reflection, continuous improvement, and life-long learning;
 - assessment as a means to improve the work of the Center;
 - broad-based involvement of faculty and staff in our decision-making process;
- and
- dissemination of our policies, processes, models, and outcomes.

- **Begin revision of Mission**
We only had time to work on the one suggestion: remove “and life long learning” from the working mission
- **Homework for next meeting**
- Check “program” statement on cat website. Do we want a “vision” statement? What do we want to do with that?
- In addition to finalizing the Mission and Program statements next meeting, Dr. Hammer would like to make an outline for the report we must submit.
- Next meeting Nov. 12 3:00 – 4:30

THANK YOU!

Respectfully submitted,

Karen Nichols