

## Values Commitment Steering Team Meeting Minutes

4/19/13

Present: Lynn Schoenberg, Leila Roach, Michael Branton, Robert (Bob) Sitler, Tishia Dunham, Rina Tovar, and Nicole Pizza.

### I. Values Fellows Proposal

Concerns that arose included: being able to make realistic proposal with already busy staff, wording must be neutral for faculty/staff, and time released to faculty. Fellows would like to be in place by Fall. Suggested to make package to give to higher end people and complete the repackaging process.

II. **Academic Excellence Recommendations:** All of the four following areas are supported by this committee and three of the four have already been voted and approved on.

- a. *Junior Faculty Support:* Attempt to push teaching load to 3/2 instead of current 3/3.
- b. *Student Research:* More financial support is needed as well as expanding to opportunity to graduate students.
- c. *Course Grid:* Course conflicts with scheduling and language for proposal must be addressed.
- d. *Additional Term:* Language needs to be changed to convey faculty load will not be increased but will provide more opportunity.

### III. Diversity and Inclusion

- a. Recommendation #1 – Recruitment Specialist Proposal: Suggestion from Joanne Moody to recruit qualified minorities.
  - i. Committee suggests Incorporating not only recruitment, but retention and centralize position, to create uniform atmosphere with consistent approach and knowledge of all campuses.
  - ii. If unable to create position responsibilities can be administered among a hiring committee of current staff or add responsibility to existing position.
- b. Recommendation #2 – Mentor & Review Process: Law campus has formal process which needs to be brought to DeLand campus.
- c. Recommendation #3 – Division Score Card
  - i. Suggested to have a new person hired to administer this because will be neutral. Josh and Tisha will construct cover letter.

### IV. Spirituality and Religious Inclusion Task Force

Written changes that need to be made on the action plan were discussed.

**V. Values Day Proposals**

Many are interested and should not decline any. It was discussed to have 5 to 6 different sessions an hour.