Faculty Success Council--Minutes

October 22, 2021

1:00PM via TEAMS

Present: Kate Warner, Carol Glenn, David Nelson, Catherine Bowers, Emily Rogers, Anita Davis, Kadir Yalcin, Karen Higgs, Marsha Dukes, Bob Smith, Sandy Trowell, Shani Wilfred, Sheri Gravett, Jamie Landau, Sandy Delk, Mike Savoie, Ligia Focsan

1. 9/24/21 minutes: Approved.
2. Reports from subcommittees
	1. Faculty/Administrator Development—Anita reported on the draft overview of meetings in which the group looked at the overall charge in an effort to emphasize movement toward success using the four models proposed in the Mind Map draft. The group will continue to address ways to move forward to transform practices that will impact success.
	2. Policy & Procedures—Carol reported that the committee to review APL and similar tracking systems had just met for the first time. The group is moving on to advise creating an online drop box for faculty to offer suggestions and report barriers to faculty success. IT support and further decisions about placement of the drop box. advertising it to faculty, and who should respond to suggestions are needed.
	3. Faculty Rewards & Recognition—Group is still pursuing ideas from the last meeting. Emily also reported, in line with the suggestion of a Faculty Achievements web site, that the VSU Archives now has a VSU Accomplishments page, linked from the library home page, that gives directions for faculty to share intellectual work through the Vtext institutional repository; Kate urged sharing this information with faculty colleagues; see <https://www.valdosta.edu/academics/library/depts/automation/share-vsu-accomplishments.php>
3. Efforts to Increase SOI Rates 2021-2022: Sheri and Michael Black have met with the SGA to get ideas from students to increase response rates on SOIs. The SGA will do a social media campaign to urge students to complete SOIs and will give a proclamation to recognize the department with the highest completion rate. Sheri is asking the FSC, along with Deans and Department Heads, to consider the following suggestions:
	1. Consider lengthening the full-term SOI response period from 2 weeks to 3 weeks; no change for part-of-term courses
	2. Remove the dropped course survey as part of the end of semester SOI (confusing to students)
	3. Consider adding a mid-point check-in survey (different questions) at week 6 so an instructor can receive feedback sooner
	4. Consider an incentive; SmartEvals has a select random winner feature
	5. Encourage faculty to share with students how SOI responses are used to improve courses

Jamie and Anita suggested more individual tailoring questions, and Debbie reminded that with the new FEM faculty will need help understanding how to use SOIs better. Shá asked if the withdrawal survey could be offered to students at the point of withdrawal; Banner won’t do this, but Karen will check to see if the Civitas software used by Advising might work. Overall, students need to see that their input is important and can lead to changes in courses. Midterm questions are a way to build this culture of adaptation.

SOIs discussion led to changes in FEM from summative to formative review. Jamie reported faculty concern that the administration won’t view evaluation as formative rather than summative. Bob explained that faculty evaluation is all about faculty development and that the people conducting evaluations need to view the process as helping faculty become their best. Sheri noted the need for department heads and deans, as evaluators, to be on board.

1. Continuing work of the FSC: Kate urged committee efforts to continue and, in preparation for the next meeting, for attendees to continue to consider the following questions:
2. What makes for Faculty Success?
3. How can we build relationships and create community among faculty? How can we create relationships of trust?
4. Meeting adjourned 1:59PM.
5. **Next meeting: Friday, November 19, 2021 2:00PM in person in Nevins 1061**