

NEW FACULTY COMMITTEE

Minutes

Date: Monday, October 18, 2021

Time: 11:00 AM

Location: [Virtual Meeting Room](#)

1. Call to Order & Approval of Agenda

- a. Call to Order: 11:05
- b. Approval of the agenda
 - i. Motion to approve agenda: Christyanne Melendez
 - ii. Second: Duc Pham

2. Approval of October 4, 2021 Minutes

- a. Motion to approve minutes: Duc
- b. Second: Vicki

3. Announcements/Introductions

- a. Introductions
 - i. Luke Johnson from IxD and graphic design. Experience with onboarding and new employee experience in the graphic design industry.
 - ii. Dominic introduced himself and brought up an important point for mentorship, which was how will new faculty be transitioned to on-ground teaching?
- b. Welcome Baskets
 - i. Samantha has volunteered to take a newly requested basket.
 - ii. Two baskets requested previously still need to be dropped off (Locations have been removed for public posting of minutes).
 - iii. Vicki has one basket left on her list to deliver (Locations have been removed for public posting of minutes)
- c. [Student Services Center Tour Flyer/Announcement](#)
 - i. Still accepting new participants into the NFC experience program and Student Services Center tour event. An email will go out on Friday (10/22) that includes a flyer and announcement about the tour, which is scheduled for October 29th.
 - ii. A limited number of participants have RSVP'd for the student services tour (1 participant has RSVP'd).
 - iii. To accommodate those who are unable to attend the October 29th tour, two possibilities were given: (1) A video tour and (2) Vicki suggested a second tour date.

4. Discussion

- a. Pronto App

- i. An update on the engagement and participation of the Pronto App for communicating with the first cohort of the NFC Experience. Erin shared the first welcome message that Emily sent through the app.
- b. Module (Participation)
 - i. As of the 10/18 meeting, there have been no more responses in the welcome discussion board and limited engagement through Pronto. There has been no interaction with the Student Services Discussion Board, but NFC Experience participants have until the end of October to engage with the post.
 - ii. Erin opened the meeting up for additional suggestions related to engagement through these platforms; however, the committee needed more time to brainstorm. Erin displayed the NF Experience Canvas Page to stimulate discussion and Duc suggested activating the discussion link to make it easier for participants to engage directly with the discussion board. Discussion on the suggestion was opened to the group and Erin wanted to make sure that participants moved through all parts of the module.
 - iii. It was suggested that brainstorming engagement ideas will continue at the next meeting.
- c. Academic Senate Goals - Revised
 - i. The Academic Senate (AS) goals were revisited to see how the NFC goals and mission align. For AS Goal #2, Christyanne opened the discussion with agreeing that the goals of the NFC will aid in retaining full-time faculty but questioned what impact the committee will have on the school's willingness to hire. There was an emphasis placed on using the word "retention" in the goal.
 - ii. Forouzan reiterated Christyanne's point about AS Goal #2 and brought up a suggestion for Goal #3, which included adding the National Science Foundation funded STEM faculty develop program to promote an equity-minded student success culture and the Equitizing Gateway Courses to the list to indicate that there are non-AS equity programs that faculty can participate in.
 - iii. Duc also brought up AS Goal #2 and felt that the retention element could be spelled out in the sub-point of (ii) since part of the NFC mission is to retain new faculty?

5. Action Items

- a. Mentoring – November
 - i. Activity
 - 1. Forouzan provided an update for the mentorship component of the NFC Experience. An overview of the email that will go to participants was presented. The email will go out tomorrow (10/19).
 - 2. The program will be structured in the following way so that mentors and mentees will have an opportunity to meet in person or via

zoom: one meeting will take place during the fall semester and the second meeting will take place in spring.

ii. Mentor Program Announcement

1. A recruitment announcement for mentors and NFC Experience eligible mentees is being prepared for distribution. Rebecca Romo and the LatinX Alliance is interested in partnering with the NFC on the mentoring component. It was suggested that an announcement go out to the AS executive committee and the Pan African Faculty/Staff Alliance as well.
2. Approval passed for announcement items to go out and to connect with suggested groups for mentors.

iii. Mentor Discussion Board / Meeting Mentor

1. Erin raised a question for discussion regarding a discussion board for the mentorship module scheduled for November. The group settled on a series of three questions that participants can choose from:
 - a. **What are you looking for in a mentor?**
 - b. **What did you learn from your mentor?**
 - c. **What did you gain from a meaningful mentorship experience?**

iv. Classroom observations – Spring

1. Committee members volunteered to open their classrooms up for observation: Andria, Duc, Christyanne

b. Module Selection/Assignments

- i. Community Building – December
 1. Duc will be leading the activity.
- ii. Flex Day Workshop (Professional Development) – February
 1. Discussion of if the workshop will be on ground. Discussion topic TBD.
- iii. Service Fair – March
- iv. Scavenger Hunt (Academic Support Services) – March

6. Comments

7. Adjournment