

**JOHN CARROLL UNIVERSITY
PROVOST'S COUNCIL**

Jeanne Colleran, Sherri Crahen, Barbara D'Ambrosia, Roy Day, K. Dean, Linda Koch, Jim Krukones, Anne Kugler, Graciela Lacueva, Mark McCarthy, Michelle Millet, Terry Mills, Martha Mondello Hendren, Maryclaire Moroney, Mike Nichols, Alissa Nutting, Ed Peck, Karen Schuele, Brian Williams, David Wong.

April 24, 2015
Minutes

Present: S. Crahen, B. D'Ambrosia, J. Krukones, L. Koch, A. Kugler, G. Lacueva, M. Mondello-Hendren, T. Mills, M. Moroney, M. Nichols, B. Williams, D. Wong.

T. Mills led the discussion in J. Colleran's absence.

T. Mills reported on an idea he had discussed with J. Colleran for diversifying the faculty. He distributed information on the draft of a Teaching Post-Doc program, noting this was not intended to be a replacement to full-time faculty lines. T. Mills explained this program was intended for teaching experience as opposed to the more traditional research post-doc programs. The plan would be to bring in four individuals per year – for a 2 year period – focusing on those with less teaching experience, and each would work under the direction of a faculty mentor.

There was discussion on how to identify and select the post-docs. T. Mills suggested allowing the departments to bid for a post-doc position, with the departments explaining how it would bring value to the department and contribute to the new integrative core, and detailing their commitment to developing a structured mentoring plan. It was pointed out that the Library could also benefit from a post-doc with experience in the sciences.

Discussion ensued on how this post-doc position fit in with the Faculty Handbook. The Handbook is silent on the subject of postdoctoral fellows. It was noted that post-docs should not have voting rights and should be called either post-docs or fellows. Since they are not full-time faculty, any time spent teaching would not count toward tenure should the post-doc then be hired into a full-time faculty position. The post-doc must not be promised any full-time position up front. Full-time positions would continue being filled by means of national searches in which the post-docs could take part like any other candidates.

It was agreed the program could benefit both John Carroll and the individual post-docs. The program could incrementally contribute to a more diversified faculty, foster relationship building with other institutions, and showcase John Carroll

T. Mills emphasized that this was strictly a conversation on one possible way to increase faculty diversity. The proposal was being vetted by to the Wednesday morning group and the Provost's Council to consider its value and feasibility.

There was discussion on the current faculty search process and the demographic data needed in making decisions. T. Mills noted the need to make the department hiring process more intentional and institutionalize the process; moreover the point of intervention needs to be at the beginning of the process. He further noted we need to invest time in being proactive and reach out to make connections, which represents a best practice for recruiting.

T. Mills distributed a rough draft of a copy of Pillar Four: Leverage Possibilities through Innovative Collaborations and Partnerships, from the USPG's current strategic planning work. He said we need to think strategically about what we want from our relationships with the community. It was noted that the University needs a central repository of information to record and disseminate news about its many efforts of serving the community.

Respectfully submitted,
Barbara Lovequist