# Minutes from Meeting, January 22, 2018

\*Notes taken by Paul Erwin, Professor and Dept. Head, Public Health

# Faculty Mentor Council (FMC) members present:

Steven Waller, Chair Pam Angelle Guoxun Chen

Paul Erwin

Youn-Kyung Kim Chris Skinner Delores Smith

# Faculty Member Council members absent:

JoAnn Cady

# Visitors:

Elizabeth Johnson, President, CEHHS Faculty Senate

1. The initial discussion was led by Elizabeth Johnson, relaying concerns expressed in the faculty Senate, on the large service load that faculty of color carry. In an effort to ensure minority faculty representation on committees (regular and ad hoc), the relatively small number of faculty of color often carry a larger than average service assignment. Add to this the “invisible” labor, e.g., of advising and guiding students of color, and it is clear that service saturation for faculty of color is a challenge. Among other comments, council members noted that:
   * Service must matter for tenure and promotion, and it should be documented in the CV;
   * Department Heads can be supportive by ensuring that there is a balance of service obligations and activities across the three domains of service to the university, to the profession, and to the community;
   * And, two larger issues are at play: i) trust between and among all students and faculty, and ii) this whole discussion would be moot if the College was more successful at recruiting and retaining more faculty of color.

Elizabeth suggested that the Faculty Senate can explore identifying and bringing to campus a person external to UTK, whose research/scholarly expertise is on mentoring, with a particular focus on the service load on faculty from under-represented minorities.

1. For the upcoming wine and cheese reception, March 7th, 3:00-4:30 pm, council members are expected to be present, representing our departments. Steve will meet with Jeff Fairbrother ahead of time to get his expectations on specific activities, e.g., small group work, panel presentation, etc.
2. Purpose of the FMC: A scan of the previous FMC files did not reveal a clear purpose, goals, or outcomes. There is no mention of the FMC on the CEHHS website, and there is uncertainty about the initial establishment and charge given to the FMC, although it appears that the FMC was initiated directly by Dean Rider. It is not clear whether other Colleges at UTK have a similar council or whether our peer and aspirational institutions have something similar.

Following an open discussion on the purpose of the FMC, considering who we serve and how we serve, the following was suggested as a starting point:

*The purpose of the FMC is to provide overarching support, guidance, and opportunities to the College in general, and mentors/mentees specifically, to facilitate professional development within the university that includes a focus on, but is not limited to, the tenure and promotion process.*

Council members agreed to take this draft statement of purpose, wordsmith it, massage it, and return comments to Steve.

Steve will inquire about the presence of a similar council in other Colleges within UTK. Council members agreed to search peer institutions and/or institutions with which they are familiar to identify any similar body/organization. Council members also raised the possibility of conducting a needs assessment of mentors and mentees.

The Council members agreed that a minimum of 2 meetings/semester (in addition to the fall and spring college-wide meetings) will be necessary to move our work forward.

Some members may also be asked to attend other meetings to allow the council to make more informed decisions (e.g., Commission on Blacks, Faculty Senate, etc.). Finally, council members agreed that a set of operational guidelines is needed to provide parameters for such topics as member appointments.