

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS  
ACADEMIC COUNCIL  
MEETING MINUTES  
April 4, 2023

The meeting was held via Zoom.

**Present:** Tom Krabacher, Ron Coleman, Tom Savage, Craig Timmons, Julie Griffin, Richard Aguirre, Joya Mukerji, Shannon Datwyler, Chris Taylor, Alex Pettitt.

Meeting called to order at 9:00am.

1. Approval of the agenda as amended **Msc**
2. Approval of the minutes from March 7, 2023 **Msc**
3. Announcements:

Tom Krabacher

- The revisions to the NSM RTP document are currently under consideration by the UARTP committee and should be approved by the end of the semester. Changes to the formation of the Secondary Committee should go into place in spring 2024.

Shannon Datwyler

- The Awards and Scholarship ceremony is coming up on May 5.
- Master's Hooding ceremony is May 17.
- Peter Chang is leaving the college; his last day is Friday. The college ITC's will be short staffed for a while.

Ron Coleman

- Network upgrades are ongoing with no major issues reported.
- The Create, Make and Share Faire, hosted by the Student Research Center, is coming up on April 21 at 9am-1pm in the new Maker Space. Any faculty, staff or student can contribute any creation they've made. This event isn't tied to research but is more focused on showcasing the creativity of the campus community.

4. Report from the faculty mentorship working group
  - Julie, Alex and Tom S. presented proposed framework for an NSM faculty mentorship program
    - Implementation to include just newly hired faculty then expand to pre-tenure faculty and development an adjunct faculty mentorship program
    - Source of mentors will be from within the department with mentor/mentee matching determined on a case by case basis
    - Administration of the mentorship program will be managed by the department
    - Mentoring meetings to take place more frequently during the first year then as needed later
    - Support for coffee/lunch meetings
  - Previous discussions about the mentorship program included cross department pairing. Chris raised the issue that, with interdepartmental mentoring in smaller departments, the mentor will likely end up serving on the primary committee. Also, it may create challenges in matching up with appropriate mentors by limiting to the home department only. Advantages for interdepartmental mentoring include familiarity with RTP policy and ease of access to the mentor/mentee. As the program expands to pre-tenure faculty, cross department pairing could then come into play. Joya suggested a needs assessment survey to create a network of mentorship areas so people would

know who to go to depending on the question and it could also be used to help make appropriate matches. Initial implementation will be to start small, see what is working/not working, address any needs not being met and expand to more groups as the program progresses. Onboarding activities for new faculty should help fill in some of the needs such as understanding the student culture for faculty who come from other counties, female faculty in male dominated fields, and support for faculty of color that may feel isolated. The mentorship program would be an extension of the onboarding efforts and both will evolve to address needs as they arise. To move this forward, a formal recommendation will be presented to the Dean at the next Academic Council meeting then to the Chairs for implementation. The guidelines will remain broad to allow departments flexibility to implement however works for them. After the first year Academic Council will check back departments and see how it went.

5. College graduate student awards

- Ron proposes the Academic Council consider implementing an NSM outstanding graduate student award. There are awards on campus for undergrads, faculty, and staff but nothing that recognizes graduate students. This could use a similar model as the student awards where each department nominates one student and the Awards and Scholarship committee selects the recipient from the pool. Ron, Tom K. and Craig will form a working group and come up with a proposal for Academic Council to consider at a future meeting.

10:15am adjourn