

Faculty Council  
College of Education  
Mississippi State University

Meeting Minutes for 9/12/2014  
1:00 pm  
Allen 255

Minutes September 12 2014

1:00 pm Meeting Began

The following members were present:

Adam Knight  
Brad Vickers  
Kelly Moser  
Kathleen Alley  
Tawny McCleon  
Chien Yu  
Stephanie King  
Kay Brocato  
Cheryl Justice  
Tory Shirley  
Kun Huang

- Each member introduced themselves, their department, and the number of years of service to Mississippi State University.

**New Faculty Mentoring Program**

- Drafting a faculty mentoring plan for the entire college
- Kay Brocato led most of the discussion about the faculty mentoring plan
- Kay did extensive literature review this summer
- Kay and Adam collaborated on mentoring paper this summer with Dr. Megan Holmes
- Kay shared the abstract she is going to present at the mentoring conference in New Mexico in October based on work done this summer
- The college of education is growing, with more junior faculty than senior faculty in most departments
- Do we/how do we want to draft a mentoring plan for the college?
- There is an opportunity for other faculty to present at the mentoring conference
- In 2004 when Brad started in Kinesiology, there were only 2 senior faculty members. Now there are 5.

- In Curriculum, Instruction and Special Education, there are 5 assistant and 2 associate professors.
- In Counseling and Ed Psychology, there has been a lot of faculty turnover, now there are 7 recently hired professors
- Instructional Systems has 4 full professors
- Meridian has 2 assistant and 1 associate professor in elementary education and 1 assistant professor in special education, in secondary education, there is 1 assistant professor, in counselor education, there is 1 full professor and 2 associate, and 1 associate professor in kinesiology
- Kay asked the question “what do we want in a mentoring plan?”
- A budget was mentioned by several council members
- Kathleen said she readily received help when she started at MSU last year, but more was need in terms of systems, policies, etc, and she sometimes felt like she was bothering other faculty by asking them for help
- Kelly said the first year that a lot of assumptions are made regarding advising students, CAPP, IRB, that can be difficult. She also said that it would be nice to have a senior faculty help guide junior faculty regarding workload, committees, etc.
- Brad spoke about being placed on several committees his first year and how difficult that was
- Kathleen said that it was a difficult transition coming from South Florida to Mississippi State
- Kelly mentioned the difficulties of having to chair a dissertation committee as a junior faculty member
- Tawny discussed how chairing two dissertations committees was difficult and how a mentor would have helped her manage her time and energy better
- Kun spoke highly of her department head and how helpful he has been
- Many council members are worried about the demands placed upon a mentor
- Tory spoke about difficulties the first two years dealing with research, and she received guidance from her doctoral mentor, but she would have liked to have a mentor from her department
- Kathleen highly recommended the new faculty workshop on balancing teaching and research, but now that she is a second year faculty member she no longer gets invited to those programs. Kathleen voiced concern about not fully understanding the tenure and promotion guidelines, and how she would like to be able to talk with someone (a mentor) about preparing for the process. She mentioned that Dr. Brennar has been a big help
- Kelly stated her department head met monthly with the new faculty their first year and this was very helpful
- Tawny spoke about having multiple layers of mentorship and possibly having mentors outside of the college, although the College of Education is different from many other colleges and units at the University
- Stephanie spoke to the challenges of switching to education based research versus science based when she started at Mississippi State and how everyone

was asking her about how many articles she was publishing, but she received little guidance in how to do that

- Cheryl said when she was hired there was very little research activity taking place in her department. It would be helpful if senior faculty would invite junior faculty to become more involved in their research projects. She mentioned the creation of a mentoring seminar for mentors within the college, but the mentors need some type of incentive.
- Incentives for mentors (shared by the entire group): course release, budget for lab supplies for collaborative projects; the mentoring could take place by working together on a research project, a mentoring award for the college, money for travel, a graduate assistant
- Tory said the Meridian campus does not provide specific mentors for each faculty member, but she characterized certain people to provide help for specific tasks: research, teaching, and service (possibly)
- For the next meeting, members are going to research mentoring plans at other universities for discussion at the next meeting. Kay Brocato has agreed to piece all the information together.
- The council agreed at the end of last year to investigate this task further as a way to better serve the college.
- Adam suggested that we check with colleagues within our departments to see who is interested in being mentored and who would want to serve as a mentor.
- Chien stated that the mentor-mentee relationship does not always have to be between a senior faculty member and a junior faculty member. A more experienced junior faculty member could mentor a less experienced junior faculty member.
- Kathleen mentioned a meeting of all the junior faculty within the college at the beginning of each year.
- Kun agreed that this is a good idea to help connect researchers from different areas and backgrounds and learn about the research interests of others.
- Kay suggested inviting all junior faculty to attend a meeting where Dr. Shaw and Dr. Gilbert (or a representative from their office) can attend to answer questions. This was discussed in a faculty council meeting at the end of last year (April 2014).
- Adam agreed to reach out to Dr. Shaw and Dr. Gilbert to invite them to a faculty council meeting this fall to speak with junior faculty. This had been proposed in the April 2014 meeting and the council agreed to continue along with this.
- No other items were brought before the council.
- Chien made a motion to adjourn, it was seconded by Brad.
- The meeting was adjourned, the next meeting will be on October 10, 2014.