MEETING DATE: 2014.11.25-15:00
ATTENDING: Andrew Comrie, Senior Vice President for Academic Affairs + Provost Robert Miller and Carol Gregorio, HeadsUp Co-Chairs

1.0 DEPT. TO TEAM
Follow-through from 10/27 HeadsUp Luncheon.

The purpose of the Department to Team initiative is to make departments more effective, efficient, and equitable.

1.1 principles
RECOGNITION: Reward teamwork; enshrine collegiality. Recognize everyone who makes a substantive contribution to the departmental mission.

RESPONSIBILITY: Build team culture by giving participants ownership over their areas of responsibility; articulate everyone's place and role in the organization.

DISTINCTION: Alter the culture of class differentiation (by rank, time in seat) to one of service, results, and collaboration.

TEAM MENTALITY: Alter rewards system so individual survival/success is understood to be a function of institutional survival/success.

1.2 best practices
CAREER TRAJECTORY: Build a career trajectory for NTT faculty that is equivalent (not necessarily equal) to their TT counterparts based on the importance and magnitude of contribution. Includes: job titles, job security, governance opportunities, service responsibilities, offices, recognition, and compensation.

MEETINGS: Hold department meetings, not faculty meetings.

MENTORING: Set up programs to mentor up as well as down.

APR: Everyone we value should get

1.3 implementation strategies
POLL: Poll NTT and Staff to better understand their issues related to belonging, ownership, participation; poll TT to better understand their views toward NTT and Staff.

COMMITTEES ON FACULTY STATUS: Create place on APR and TT review for NTT faculty and staff.

VOTING RIGHTS: Change voting rights from a class system (TT + multi-year appointment) to one in which strength of vote is proportional to contribution (e.g., based on FTE X value factor).

UHAP: Review UHAP for class and size distinctions; change to performance, equity, team distinctions.

2.0 SHARED GOVERNANCE
Briefing on input from Heads Steering Committee.

3.0 RCM2 ROLLOUT
Considerations for spokesperson(s).

END OF AGENDA