

In Attendance: Dean Archie Clutter, Dr. Maria De Guzman, Dr. David Hyten, Dr. Oleh Khalimonchuk, Assistant Dean Hector Santiago, Dr. James MacDonald, Dr. Kurt Piepenbrink, Dr. Daran Rudnick, Associate Dean Tala Awada, Dr. Fernando Osorio

Approval of February 21, 2019 minutes

A motion was made by Fernando Osorio to approve the minutes and seconded by Oleh Khalimonchuk. The council members approved the minutes with changes from the February 21, 2019 ARD Advisory Council Meeting.

Mid-Career Development Ideas – James MacDonald (see “Mid-career recommendations” PowerPoint)

- Challenges for Mid-Career Faculty: associate professors expected to help carry the load of running the university, but don't necessarily have the training for this. Commitments outside of work as emphasis placed on early career to protect from distractions while working toward tenure
- Suggested solution: discussions regarding promotion, sabbaticals,
- UNL currently has support for faculty generally or targeted at young/new faculty. There are few programs targeted at the Associate Professor.
 - Faculty Development Fellowships – pays half the salary for a year or the whole salary for 6 months. Funding for 1 in 10 faculty.
- Recommendations:
 - Continued mentoring and developmental plan: best management practice, mentoring (internal and external), clear path to become full professor
 - Professional development training: time management and productivity, personnel management, leadership training
 - Establish Service Guidelines: expectations for committees, university vs. discipline, when is it okay to say no?
 - Research training programs for associate professors: leading large multidisciplinary/multi-institutional grants
 - Mini-sabbatical system: big 10 exchange program, summer exchange program
- Discussion following:
 - Are mentors needed for associate professors? Yes, it's important for their career development and mental health to not get overwhelmed
 - It's important to balance national visibility (serving on committees, etc.) with continuing growth in research projects
 - Use IANR Leadership Council to announce that we are working on this
 - Getting funding, especially the second grant, is a challenge. Bridge funding is an option to help, but doesn't work for everyone's situation.
 - It's important to check in on the progress during the time that the grant is being carried out
 - Should UNL add a certificate for PI's to train on best practices? Archie explained that one is already in the works

Updates from the Deans

Archie Clutter –

- Updated roles of the Deans communication was emailed out to the listserv
- Project Management Specialist search
- Next Annual Faculty ARD Meeting
 - Graduate student focus – professional development content

- Have capacity for 400 people at NIC – we'd like to have that number. Each faculty can invite 1 graduate student, 1 post doc? We would like to make this inclusive. Maybe the best students to invite are the students in their last year.
 - Breakout options: graduate student/post doc development, mid-career development
- Timing – considered moving to the fall. We will keep it in August

Additional Topics and Discussions

- Kurt Piepenbrink: fellowships – next round has been sent out.
- David Hyten is cycling off this year. Maria is the Chair-Elect

Meeting adjourned at 11:00am

Minutes respectfully submitted by Kaitlyn Smejdir