**Non-Tenured Faculty Meeting**

January 26, 2018

9:00 am -11:00 am

MH 211/FR345

*Protocol for Courageous Conversations*

***Norms***

1. *Stay engaged*
2. *Speak your truth*
3. *Experience discomfort*
4. *Expect/accept non-closure*

***Conditions***

1. *Personal local and Immediate*
2. *Isolate race*
3. *Normalize social construction and multiple perspectives*
4. *Monitor conditions and agreements*
5. *Working definition for race*
6. *Understand the role and presence of whiteness*

**Agenda**

* Grounding
* Share general sense of engagement at midpoint of 2017-2018
  + Come prepared to share applications of your research, teaching, professional growth for you & students, and service that connect to the COE mission and vision
  + Come prepared to share your progress with meeting PDP objectives and preparing your PDR
    - Fixed term PDR due date: March 26, 2018
    - First year probationary PDR due date: May 7, 2018
    - Continuing probationary PDR due date: August 21, 2018
* Closing

***Vision:*** *To inspire lifelong learning and professional engagement through racial consciousness, social justice, and inclusion within a global context.*

***Mission:*** *To prepare professionals through research and evidence-based practices who demonstrate excellence in their profession.*

***Goal 1****: Inform decision-making through intentional integration of student needs and student development.*

***Goal 2****: Increase the ability to practice racial equity among faculty, staff, students, and partners by examining existing systems and structures.*

***Goal 3:*** *Provide infrastructure and resources to achieve excellence in advising, teaching, scholarship, and service.*

***Goal 4:*** *Use assessments, data, and research to support decisions and initiatives for program development and accreditation.*

***Goal 5****: Expand opportunities for students, faculty and partners to address social justice through engagement with local, regional, national, and international communities.*