**Non-Tenured Faculty Meeting**

November 10, 2017

9:00 am -11:00 am

WH116/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 – Lila Watson quote
* Review workday student narratives
* PDP Reflection
* Venues for deepening our understanding of racial consciousness, social justice, and inclusion
* 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.