

ROMS Faculty Meeting – 24 February 2021

(Apologies: I forgot to record this meeting! Will do better next time.)

1. Welcome to Shavon Carey in her new role as Business Officer/department manager.
2. New mentoring program for tenure-track faculty (presented by Rosa Perelmuter, chair of the TT Mentoring Committee)
 - Each new Assistant Professor will be matched with 3 mentors (two in ROMS, one outside)
 - Mentors and mentees are encouraged to develop a mentoring compact to align their expectations and ensure that the relationship is productive and beneficial.
 - One-on-one mentoring is complemented by committee mentoring. The committee (all Assistant Professors plus some tenured professors) will meet as a group once per semester.
 - See welcome letter (attached) that outlines the program in more detail.
 - Discussion: Alicia Rivero expressed appreciation for the committee's work. Kristine Taylor noted that mentee choice/preference in selection of mentor can be important for DEI considerations. (Ellen: Maybe start this discussion during hiring process to inform the committee's suggestions?) Hassan Melehy recommended TEAM Advance mentoring training (<https://cfe.unc.edu/team-advance/>) and noted the over-representation of women and under-representation of men in mentoring.
3. Discussion of teaching-track mentoring program (presented by Jo Lindquist, Mentoring Director)
 - Review goals of the program: to strengthen collegiality across language sections, communicate about pedagogical issues/approaches, make sure everyone has a trusted "first contact" for advice or problem-solving help, help connect colleagues to professional development resources, and provide support for those planning to go up for promotion.
 - Results from survey about Spring 2020 mentoring: feedback was positive overall, mentees requested more focus and clarity about promotion procedures, mentees and mentors noted that a good relationship/match is key to success.
 - Changes/innovations this year: developing materials to support mentors and mentees in discussions about promotion, debuting mentoring "pods" consisting of a lead mentor and 2-4 mentees.
 - More about the "pods": groups together colleagues with similar professional goals/interests, allows for team mentoring and peer mentoring as well as one-on-one meetings.
 - See attached slide deck for more details.
 - Discussion: Alicia Rivero expressed appreciation for Jo's work and noted that conducting the survey and reacting to the feedback was a good sign. Michelle Gravatt asked for clarification about roles in the pods. "Mentees" are also "mentors" in the sense that team mentoring and peer mentoring are also encouraged. Pello Huesa asked for clarification about the origins of the program. Developed (quickly) last spring in response to mandate from the Dean's Office. However, we're aiming to make this a genuine mentoring program and not just a bureaucratic box to check.
4. Discussion of COIL courses (Collaborative Online International Learning)
 - Lorna Avilés: Teaching SPAN 329 with a colleague/course in the Galapagos. Students are paired up and keeping a journal about their experiences. Very positive student engagement.

- Emil Keme: Teaching 344 with a colleague/course in Anthropology at the Universidad de San Francisco – Quito. Courses scheduled to overlap. Students learn together by Zoom over a 10-week module. Students doing group presentations (combining students from both universities). Great results so far. Students engaged (and not intimidated by native speakers in class). Received funding to have a TA.
 - There is a new round of funding available. Application deadline March 15. See here for info and application instructions: <https://global.unc.edu/partners-programs/coil/>. The contact-person for this program is Katie Bowler Young (kbowler@unc.edu), Interim Senior Director for Global Partnership and Programs
5. Quick updates:
- The Fall schedule has been released (<https://registrar.unc.edu/wp-content/uploads/sites/9/2021/02/Chancellor-Calendar-AY21-22.pdf>). So far, the university is planning on a “residential semester,” “as normal as possible.” The aim is to have faculty, staff and students vaccinated by Fall. Masks will likely still be required on campus.
 - New faculty member joining in the Fall (on one-year contract for now): Laura Demsey, Teaching Associate Professor of French, taking on the French Master Class (FREN 101-102) after Nina Furry’s retirement. Background in French Linguistics. Lots of coordinating and TA mentoring experience. Thanks to Valérie Pruvost, Dorothea Heitsch, Erika Serrato, and Jordan Bessette for their work on the search committee)
 - The Grad School has proposed a new funding model for grad students that would put a cap on our ability to provide in-state tuition support. If current/proposed budget for in-state tuition stands, we will have to reduce our grad student cohort to approximately 55 students over the next few years. The plan is still under negotiation. There will be opportunities to advocate for grad student funding in the coming weeks. When we have firm information, we will discuss how to manage any changes ethically and responsibly.