

BFAPA Minutes – September 19, 2014 5PM – 6:30PM at 51 E. Gregory

Attendance: Rory James, Candice Solomon-Strutz, Kim Hodges, Regina Stevenson, Laura Hamilton, Ashley Davis, Zelda Gardner, Mark Henderson, Herb Jones, Robert King, Todd Kato, Jocelyn Landrum-Brown

I. Eat – Papa Del's (YUM)

II. Large Group Introductions

III. Small group work at individual tables discuss & report out:

- **What you enjoy about working at Uofl and working in your unit?**
 - The spirit and energy of a large campus
 - Fairness in delegating responsibility and promotion
 - Engagement and stronger relationships with management and co-workers/staff (kickball teams, etc.)
 - Loves their field (ie. social justice education)
 - Networking / Support
 - Colleagues care about similar issues and feels like a family
- **What challenges do you face in your unit or as a professional at Uofl?**
 - Being the only person of color (full-time professional) in the office/unit
 - New to the community and still learning / new to the profession
 - Being more strategic about recruiting and retaining people of color
 - Hit a ceiling of advancement / Upward Mobility Opportunity
- **What professional development do you need to advance to the next level in your career?**
 - Looking to publish/ add and improve professional writing
 - Lead large group conversations
 - Stronger negotiating skills (talk to people and fellow BFAPA members about salary negotiations and working conditions)
 - Mentoring
 - Sponsorship
- **How often should we have meetings? When? (day of wk & time)**
 - Monthly = 3 times a semester
 - lunch on T/W/TH is problematic when dealing with students
 - 4PM (better for social events than regular meetings)
- **What type of social events would you like to see & how often?**
 - At least twice a semester (gatherings around food works), Enjoy the mailings about Boltini's / LinkUp events,
 - Beer tasting
 - service as a group & giving back to the community
 - Loved that there was child care service provided as it allowed me to attend the 5PM meeting
- **What community/campus needs should BFAPA be addressing and in what way?**
 - Media – police violence in black community (debrief)

- Recruitment and retention of our black faculty, staff and students
 - Not concerned as much that we don't work for admissions would like to provide help to increase the numbers – reach out so they know BFAPA can be used a resource
 - POC student enrollment (in-state students) is still poor
- Mentoring our black students that are here
- Faculty versus APs experience - there are benefits to operating and meeting separately for specific issues that only pertain to certain groups (faculty promotion & tenure issues)

IV. Lessons Learned:

- Ask for dietary needs on RSVP
- Send more notice prior to next general body meeting

V. Action Items

- Need to find a new faculty co-chair since Dr. Dixon is stepping down, ask the tenured faculty as they may have more time to devote than the junior faculty
- Create a committee for the end of the term celebration/recognition event (in December)
- Return of regular newsletter communications that include get to know a faculty member & new Aps
 - Follow-up as there are new black faculty in theatre / education (couple) / engineering (couple)
- Determine remaining general assembly dates alternating between noon and 4PM and located on central campus
 - October 17th lunch meeting
 - November 14th meeting 4PM –BNAACC
 - December 19th lunch potluck celebration/awards (check the promotion listing so people are not overlooked)

VI. BFAPA Committee Assignments

- Mentoring (staff/students/faculty) – Regina & Ashley (adavis2)
- Recruitment / Enrollment of POCs and Retention – Rory (rjames4)
- Dialogue / processing of National race events Joycelyn (jlandrum)
 - October can ask Deidre to co-present if available
- Professional development sessions (Todd Kato & Kim Hodges) (tkato or kimhodge)
 - negotiation, professional writing, pipeline programs (ie. STARS)
- Social Engagement (at least twice per term)
 - Potluck (Ashley), LinkUp (Rebecca),
 - Service Event (Herb, Rob), (netid:joneshe and rking10)
 - End of Term Celebration/Awards [nominations, newsletter, etc.] (cnsolomo)

VII. Upcoming Events announced on BAN:

- BNAACC 45th event Oct 10th – 12th
- Homecoming weekend Oct 25th