Junior Faculty Advisory Council
Meeting Minutes

Monday Nov. 24, 2014
310 JK Williams Administration Building

PRESENT: Katherine Banks, N.K. Anand, Mathew Kuttolamadom (ETID), Zoya Heidari (PETE), Philip Park (CVEN), David Staack (MEEN), Akhilesh Gaharwar (BMEN), Erick Moreno-Centeno (ISEN), Paul Gratz (ECEN), Noemi Mendoza Diaz (EASA), Faruque Hasan (CHEN)

1. This is the inaugural meeting of the newly formed “JFAC” (Junior Engineering Faculty Advisory Council).
Dr. Banks outlined a vision for JFAC.
• Once a month council meetings
• Meet with NK or Banks a couple times a semester
• Funnel for concerns from Junior faculty to the Dean
• As much impact as EFAC
• Generate by-laws (model from EFAC)
• Address specific concerns to the Junior Faculty constituency
• Dean would like to host Junior Faculty social events
• Council could recommend awards – e.g. nominate for national awards
• Provide input on mentoring programs
• Bring up questions about the tenure and promotion process

Discussion / Q&A regarding possible programs and council functions
• Should council member be elected or appointed? Elected is probably preferred but, not all departments may be represented and committee should be inclusive.
• Bylaws should be worked out in the spring semester
• Mentoring discussions. JFAC opinion is that there was either nothing formal or uniform. Perhaps mentoring awards would encourage things and peer mentoring is also important.
• Discussion about shared user / multidisciplinary facilities. Particularly since some startup packages are geared towards shared use facilities. It is the Dean’s opinion that assistant Professors play major role in ‘cutting edge’ research.
• Seed Grants are a possibility similar to past COE initiatives. Asst. prof should aggressively pursue internal funding and teaming for internal funding is important to establish relationships. Seed grants could focus on Assistant Professors (~$50-100k)
• Social networks are a useful way to seed new research ideas
- Arin Rose will assist w/ minutes and organization
- 1st week in spring semester Social Event should be planned
- Assistant professors may be guarded regarding raising concerns
- JFAC can act to anonymize concerns of Assistant Professors

2. **Discussion of the process of tenure and promotion**
   Dr. Anand addressed questions about the process of tenure and promotion as it relates to junior faculty.
   - Emphasized that teaching is a critical component (those only interested in research would be better suited to a position in industry)
   - Emphasized that the process has many steps in order to ensure fairness
   - Faculty who are not performing on track with expectations will usually leave after the 3rd year review
   - TAMU has a high rate of awarding tenure
   - The Dean can overturn what committees decide, but it is rare

3. **Discussion of “impact”**
   Dr. Anand addressed questions about measuring “impact.”
   - Examples are starting a new courses, mentoring, inventing something
   - Additional publications don’t count toward “impact”
   - Not everyone does “revolutionary research” – some do “evolutionary” research – and both are valid
   - Less than 1/3 of faculty members will achieve “impact”
   - No one starts their research with the goal of creating “impact” – it just happens

4. **Discussion of composing your CV**
   Dr. Anand offered tips for composing your CV.
   - Don’t oversell yourself!
   - Have a senior colleague review your CV
   - Number your publications
     - Not so we can count them
     - So we can easily refer to them if we have questions
   - The more evaluators have to hunt for info while reviewing your CV, the more it hurts you!

5. **Discussion of publications**
   Dr. Anand addressed the question of whether articles/book chapters/papers published after starting with TAMU count for more in the review process
   - It’s good to be able to show you’ve published things during your time at TAMU and not just at your prior institution
   - Publications with students are also good

6. **Discussion on need for panel**
   JFAC members noted that having panel discussion is very helpful for junior faculty
• There are always new faculty members who would benefit from the opportunity
• Also, it’s helpful to hear the same information more than once

7. Discussion on the areas of focus for tenure and promotion
   Dr. Anand outlined the key areas
   • Teaching
   • Research
   • Service
   • Diversity
   • Internationalization
   • Technology Commercialization
     o Commercial product
     o Helps with “impact”

8. Final Discussion
   • JFAC endorsed the idea for a reception in late January with Dr. Banks
   • JFAC selected Dr. David Staack (MEEN) as chair
   • JFAC decided to be inclusive to recently tenured (1st 2 years of tenure)
     o Noted that they would be a good source for advice, guidance