iSchool Assembly
Friday, September 2, 2016

Agenda
• Call to order
• Review and approval of minutes from May 6, 2016 meeting
• Review and approval of this agenda
• Dean’s Report
• Thriving Workplace Initiative (survey results and next steps)
• Follow up on the Offsite/Hiring Plans
• Jen Golbeck (who is our new ADVANCE professor – congratulations, Jen!) re: University of Maryland ADVANCE program
• Elect a new representative for Graduate Council (Vote required)
• Electing members of the College Advisory Committee (Vote required)
• Announcements
Dean’s Report
Keith Marzullo
Thriving Workplace Initiative: Implications for the iSchool

Paul Jaeger
What is TWI?

• Gallup instrument (not an airline)
• “An engagement and inclusion assessment followed by a robust action component”
• Widely used in corporate America
• Uniqueness of UMD in current dataset
What TWI Measures

• What does it measure?
  – Engagement at the local level
  – Inclusion as driven by leadership
  – Organizational change at the university level

• First distribution of many
TWI @ UMD

• Three Employee States
  – Engaged
  – Not Engaged
  – Actively Disengaged

• Hierarchy: Basic needs, support, teamwork, growth
TWI @ UMD, part two

- Drivers of Inclusiveness
  - Opinions matter
  - Mission tied to job
  - People care
  - Opportunity to do best work

- Relationships with job, team, organization, and manager
TWI @ iSchool

• A bit better than the University averages in some of it, and a little worse in some

• Key positives:
  – Feedback encouraged/opinions count
  – Sense of mission, purpose, planning, and vision
  – Development encouraged
  – People care
  – Recommending iSchool as place to work
More TWI @ iSchool

- Unusual context of iSchool in data:
  - Fun-sized College
  - Changes in College
  - Timing of Survey

- Help shape diversity and inclusion goals and activities going forward
  - Trust
  - Fairness
  - Social interactions
Now what?

• Future assembly presentations on resources and services
• TWI issues discussed at diversity and equity lunches as basis of planning
• Social interaction opportunities – social interactions and service opportunities
• Respond to future distributions
Follow up on the Offsite/Hiring Plans
University of Maryland ADVANCE Program
Jen Golbeck
Elect a new representative for Graduate Council (Vote required)

Proposed Representative: Ann Weeks
College Advisory Council

- The College Advisory Council is an elected group of staff, faculty, and students that reviews different aspects of the iSchool and advises the College Administration on priorities and strategic direction.
- The Dean, Associate Deans, and Assistant Deans are ex-officio, non-voting members.
- College Advisory Committee will include one representative from each of the following groups:
  - Assistant Professor
  - Associate Professor
  - Professor
  - Doctoral Student
  - Masters Student
  - Undergraduate Student
  - Professional Track, Teaching
  - Professional Track, Non-Teaching
  - Staff
College Advisory Council
Selection Procedure

• Faculty and staff representatives
  – Opt-out, self “de-nomination”
  – All full time faculty and staff may vote
  – Each person may vote for once PER CATEGORY
  – Individual with the most votes in each category is elected as the representative for the category

• Student Representatives
  – Selected by Programs (by currently unspecified process)

• Proposed Motion:
  – The College Assembly approves use of the proposed procedures for constituting the College Advisory Committee for the 2016-2017 academic year
Announcements
Adjournment