

Faculty Development Committee

End of Year Report

Date: 4/7/21

Committee Membership: Sylvia Martinez (co-chair), Allison BrckaLorenz (co-chair), Gamze Ozogul (Fall semester), Jessica Lester (Fall semester), Mary McMullen, Rod Myers, Jesse Steinfeldt, Gus Weltsek (Spring semester), Scott Bellini (Spring semester), and Executive Assoc. Dean Ginette Delandshere

Meeting Dates:

- 8-7-20 (New faculty orientation)
- 10-19-20
- 10-30-20 (Fall new faculty check-in meeting)
- 11-16-20
- 1-28-21
- 2-26-21
- 3-5-21 (Spring new faculty check-in)
- 3-26-21
- 4-15-21 (Celebration of Teaching)
- 4-23-21

Goals and Charges (please provide a bulleted list):

- Charged with proposing steps to better support SOE faculty in caretaker roles during the pandemic
- Facilitate nomination of and review Trustees Teaching Award & Adjunct Teaching Award
- Lead 2020 New Faculty Orientation
- Plan 2021 New Faculty Orientation
- Reviewed mentoring experiences of new faculty per Mentoring Policy
 - In collaboration with Carl Darnell, Assistant Dean of Diversity, Equity, and Inclusion we paid special attention to experiences of faculty of color

Actions and Outcomes (please provide a bulleted list):

- *New Initiatives in 2020-21:*
 1. Recommendations made to Policy Council in response to first charge above:
 - The charge asked us to consider the pressures of those providing care, but our committee thought it was important to expand to other faculty who may be experiencing other challenges not related to providing care to children.
 - Policies to address challenges to faculty during this time seem to be the purview of administration (e.g., tenure clock, sabbatical recovery, course releases, etc...)
 - Restructuring the annual review process

- Easing up on pressures to meet course enrollments
 - Recognition that impacts on research productivity may expand beyond 2020 (2-3 years)
 - One new idea: provide start up research funds next year
- 2. Hosted two virtual check-ins with new faculty (one in Fall, one in Spring)
- *Annual Responsibilities:*
 1. Led 2020 New Faculty Orientation & Planned for 2021 New Faculty Orientation
 2. Reviewed 12 Trustee Award nominations; awarded 8 Trustee Awards
 3. Reviewed 1 Adjunct teaching award nomination; awarded 1 Adjunct Teaching Award
 4. Presented Trustees and Adjunct Teaching Awards at Celebration of Teaching

Recommendations for Future Action (please provide a bulleted list):

- Keep monitoring mentoring practices across departments
- Keep working with Assistant Dean of Diversity, Equity, and Inclusion to meet needs of faculty of color per SOE Diversity Plan