

## Faculty Development Committee – Annual Report, 2016-2017

### Committee Members

Sharon Daley (Chair)	LACLE	Bloomington	2014-2017
Janet Decker	ELPS	Bloomington	2015-2018
Sean Duncan	CEP	Bloomington	2015-2018
Lynn Gilman	CEP	Bloomington	2015-2018
Sylvia Martinez	ELPS	Bloomington	2014-2017
Candra Wilkerson	C&I	Bloomington	Staff
Joel Wong	CEP	Bloomington	2016-2019
Gina Yoder	C&I	Indianapolis IUPUI	2014-2017
Gary Crow		Bloomington	Ex-Officio
Ting-Han Chang		Bloomington	Graduate Student

The Faculty Development Committee met 7 times during the 2016-2017 academic year

Friday, August 26, 2016 – New Faculty Orientation

Friday, September 23, 2016

Friday, October 28, 2016

Friday, November 11, 2016

Monday, December 5, 2016

Friday, January 20, 2017

Friday, February 24, 2017

Friday, April 14, 2017

Below are brief summaries of the projects on which the Faculty Development Committee worked. Some of these projects, such as selecting recipients of annual teaching awards, are regular parts of the Committee's charge. Other projects, notably the work on the Mentoring Program proposal was presented to Policy Council.

#### New Faculty Orientation:

On August 26, 2016, the Faculty Development Committee hosted a half-day orientation and lunch with new faculty members. The orientation included presentations from various units in the School of Education (ETS, Research and Development, Instructional Consulting, and Faculty Affairs). The orientation ended with lunch. The lunch meeting provided an opportunity to introduce new faculty members to committee members and to chat about the work of the Faculty Development Committee.

#### Guest Speaker Support Fund:

The following requests for funds from the FDC speaker fund were approved during the 2016-2017 academic year:

- “Levers for Change: Strategies for Reducing Mental Health Disparities for Asian American Youth” Dr. Anna Lau September 30, 2016; \$750
- The First Black Wom(b)men's Wellness & Empowerment Summit October 21-22, 2016 which focused on raising the cultural awareness of the unique challenges and roles Black women.
- Documentary Film and Audience Discussion: Jack Comforty; November, 2016; \$300

#### Mentoring Program Proposal:

In an effort to support all faculty the Faculty Development Committee proposed a program for mentoring. The proposed program focuses on pre-tenured and underrepresented faculty members as they navigate new situations and challenges both professionally and personally. In this proposal, we recommend the department chairs be responsible for identifying a lead mentor for each pre-tenured faculty member in their department.

Lead mentors would be responsible for identifying the mentees' unique mentoring needs; connecting the mentee with other mentors in order to provide support in areas beyond their expertise; and conduct meetings with the mentee each academic year using support from resource materials provided by the Faculty Development Committee.

Each academic year during the annual review meeting, pre-tenured faculty members will participate in a discussion with the department chair regarding their relationship with their lead mentors and their mentoring needs. Both mentors and mentees will complete a brief evaluation form to provide feedback on their mentoring relationship. This form will be provided by the Faculty Development Committee.

That policy was presented to Policy Council on May 3, 2017.