

Faculty Development Committee

End of Year Report 2019-2020

Date: 4/17/2020

Committee Membership: Gamze Ozogul (Chair), Lynn Gilman, Jesse Steinfeldt, Mary Benson McMullen, Yonjoo Cho, Rod Myers, Lucinda Carspecken, Lucy LePeau (sabbatical on the Spring 2020 term), Pavneet Bharaj, Executive Assoc. Dean Ginette Delandshere

Meeting Dates:

- 8-22-2020 (new faculty orientation, led by Gamze Ozogul & Lucy LePeau from the FDC)
- 10-16-2019
- 11-13-2019
- 12-11-2019
- 1-22-2020
- 2-26-2020
- 3-10-2020

Goals and Charges (please provide a bulleted list):

- Lead 2019 New Faculty Orientation.
- Facilitate nomination of and review 2019 Trustees Teaching Award & Adjunct Teaching Award, and present in Celebration of Teaching Award in April 2020.
- Bring resources (i.e., new initiatives, new grants, trainings) to the attention of the faculty so they can take advantage of these resources on the SOE website.
- Re-examine the mentoring program in the unit and establish clear expectations for mentor and mentee.
- Establish clear communication with pre-tenured faculty about promotion and tenure criteria through annual meeting and documentation. Create a system of support through department and units for success.
- The committee was no longer asked to coordinate the Miller Lecture and the Gorman Teaching Award due to funding.

Actions and Outcomes (please provide a bulleted list):

- Reviewed the policy related faculty development and notes from the last years' report during meetings
- Committee noted that the non-tenure track full time faculty were not covered in the policy.
- The FDC committee decided to suggest an amendment to include the clinical faculty-and bring it up to the policy council agenda committee.
- Upon approval of the agenda committee to include it in the policy council agenda, the item was presented by the FDC chair to the policy council on January 29, 2020 and approved.
- Based on the policy change, the mentoring policy now covers, non-tenure track full time faculty members, still excluding post-docs, research associates, and visiting and adjunct professors.

- The committee reviewed the SOE website and the resources available from various feeds. Rod Myers debriefed the needs analysis data from faculty members concerning the needs for resources on the website. Possible ways to improve the website suggested by the committee are:
 - consolidating these into one “Faculty Portal” internal, rather than external resources for the faculty access.
 - adding guidelines about filling out Digital measures or sabbatical applications.
 - guidelines on how to host an external review for a program as in a FAQ section.
 - better communication to Faculty and AIs about these resources and where to find them.

- *Annual Responsibilities:*
 1. Led 2019 New Faculty Orientation
 2. Sent all faculty an announcement about the Trustees Teaching Awards and reminded chairs of due date for nominations
 3. Reviewed 11 Trustee Award nominations, and recommended eight faculty members for Trustee Awards.
 4. FDC planned to present the 2019 Trustees and Adjunct Teaching Awards and acknowledge 2019–2020 mentoring dyads at the Celebration of Teaching Event (but the event was cancelled due to the COVID-19 pandemic).

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

- Evaluate the TT award criteria and consider if awarded faculty members could be nominated every 3rd year instead of every other year to the TT award so as to award more diverse and varied faculty across years.
- Implement the steps to improve the SOE website for faculty development and have an internal venue to locate all the sources needed.
- Possibility of merging this committee into Faculty Affairs Committee.
- Ways to ensure faculty development, retention, and success while addressing increasing enrollment concerns.
- Evaluate whether actions should be taken to foster successful implementation of the Mentoring Policy (i.e., Will a luncheon be hosted again? Will mentors/mentees be recognized at the Celebration of Teaching?).