Faculty Development Committee
End of Year Report

Date: 4/17/19

Committee Membership: Janet Decker (chair), Lynn Gilman, Amy Hackenberg, Monica Byrne-Jimenez, Lucy LePeau, Heather Winne, Gamze Ozogul, Yan Zhou, Jesse Steinfeldt
Executive Assoc. Dean Ginette Delandshere

Meeting Dates:
- 8-13-19 (new faculty orientation)
- 9-12-18
- 10-10-18
- 11-7-18
- 12-5-18
- 1-9-19
- 2-13-19
- 2-13-19 (Mentoring Luncheon)
- 3-6-19
- 4-3-19 (Celebration of Teaching)
- 4-17-19

Goals and Charges (please provide a bulleted list):
- Implement new Mentoring Policy in its first year of implementation
- Facilitate nomination of and review Trustees Teaching Award & Adjunct Teaching Award
- Lead 2018 New Faculty Orientation
- Plan 2019 New Faculty Orientation
- Discuss Dean Watson’s new charge of engaging faculty in leadership
- 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):
- New Initiatives in 2018-19:
  1. Created database of current mentors and mentees (both tenure-track and non-tenure track)
  2. Developed FAQs about new Mentoring policy that was sent to all chairs, mentors, & mentees
  3. Formed a shared Box folder of Mentoring resources and forms for all chairs, mentors, & mentees
4. Hosted an informational luncheon for all chairs, mentors, & mentees (as well as met with some chairs to inquire how implementation of policy was going)
5. Collected pictures from mentoring dyads
6. Emailed all chairs, mentors, & mentees to remind them of Mentoring Policy requirement to complete brief mentoring reflection form by May 1
7. Delivered cards checking in with new faculty at the beginning of spring ‘19 semester
8. Collected pictures from mentoring dyads
9. Emailed all chairs, mentors, & mentees to remind them of Mentoring Policy requirement to complete brief mentoring reflection form by May 1
10. Developed survey to distribute to all faculty to obtain feedback about 1) mentoring policy; 2) how to engage faculty in leadership; and 3) anything they’d like FDC to support

- **Annual Responsibilities:**
  1. Led 2018 New Faculty Orientation & Planned for 2019 New Faculty Orientation
  2. Reviewed 8 tenure-track and 1 non tenure track Trustee Award nominations; awarded 6 Trustee Awards
  3. Reviewed 3 Adjunct teaching award nominations; 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):**

- Evaluate survey feedback about 1) mentoring policy; 2) how to engage faculty in leadership; and 3) what else FDC could do to support faculty
- Evaluate teaching award criteria and whether additional awards similar to the Gorman Award are warranted.
- Evaluate whether actions should be taken to foster successful implementation of Mentoring Policy (i.e., will a luncheon be hosted again? Will mentors/mentees be recognized at Celebration of Teaching?)
- Use COACHE Faculty Satisfaction Survey Report data to drive Faculty Development Committee initiatives. An IU-campus specific report and recommendations can be found
  https://vpfaa.indiana.edu/faculty-resources/professional-development/faculty-satisfaction-survey.html