

# 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
  - Delivered cards checking in with new faculty at the beginning of spring '19 semester
  7. Sent all faculty the FAQs about Teaching Awards, reminded chairs of due date
  8. Presented Posthumous Recognition of Teaching Excellence for David Estell and Recognition of Mentors/Mentees at Celebration of Teaching
  9. Brainstormed ideas of how to engage faculty in leadership (e.g., leadership panel)
  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>