

Faculty Development Council
Minutes of Meeting
Monday November 13, 2017, 1 - 2:30 pm
Adelbert Hall, Room M1

Members present:

Diana Bilimoria (Council Chair, WSOM)
Amy Bieda (SON, representing Mary Terhaar)
Sarah de Swart (Faculty Development)
Sana Loue (SOM)
Jessie Hill (LAW)
Gerry Mahoney (MSASS, representing Betsy Tracy)
Hunter Peckham (CSE)
Ron Occhinero (SODM)
Dan Scherson (College of A & S)
Victoria Wright (University Planning)

1. Diana Bilimoria called the meeting to order at 1:02PM. Members present made introductions. Lynn Singer explained the new combination of programs at UCITE and Faculty Development, the new Director of Faculty Development--Sarah de Swart--was introduced.
2. The minutes from the last meeting on Wednesday, March 1st, 2017 were approved.
3. Announcements:
 - A) Lynn Singer described the recent Provost Leadership Retreat, and shared the evaluation data following the event, which featured the group, Theater Delta. Lynn and Diana Bilimoria also described a similar group they had seen at an NSF meeting in Washington, D.C. that included a more explicit discussion of current research findings as well as unscripted role-plays that took into the consideration audience's ideas on how to handle the tough issues brought up. Discussion ensued about the pros and cons of the group that had performed, and the reactions of the faculty and administrators who attended.
 - B) Lynn went on to discuss the NSF IDEAL-N grant, now in its 8th year. One of the main goals of this grant is to provide faculty development opportunities to all faculty, especially women and minorities. Lynn Singer is the PI, Diana Bilimoria is a Co-PI. The group includes 10 universities (6 from Northeast Ohio: University of Akron, Bowling Green State University, CWRU, Cleveland State University, Kent State and University of Toledo; as well as 4 from the Pittsburgh area: Carnegie Mellon University, Duquesne University, Indiana University in Pennsylvania, and University of Pittsburgh). Representatives from each school

meet every year, and report on any progress made. While there are some common programs, there are also individualized change plans for each university.

- C) Lynn reported that salary equity at CWRU has improved over the years, though promotions for women, especially to full Professor, are still lagging behind.
- D) Lynn described a baby-sitting app that Carnegie-Mellon is currently using (originally developed at Harvard), that might be very useful for faculty parents of young children.
- E) Lynn went on to describe the “INCLUDES” program - part of the “Broadening Participation Programs” at NSF. A pilot project began 2 years ago.

4) The group discussed options for doctoral graduates who do not end up in positions in academia, and what resources are currently available for them on campus.

5) Dan Scherson shared his report on Mentoring of Junior Faculty, and recommendations from the Faculty Development Committee (which he chairs) to the Executive Committee of the College of Arts and Sciences. This report now goes to that Executive Committee, who will make final recommendations. Council members discussed various forms of mentoring currently in the university. There appears to be considerable variation among Departments and Schools, with Department Chairs’ leadership being a central issue in the success of mentoring efforts.

6) Lynn reported the University’s Faculty Climate Survey would open in January, and that Committee members should try to announce this in their schools. Lynn also mentioned various new initiatives that had developed since the last Climate Survey, 4 years ago. The Asian Faculty Group, and the IDEAL group in the School of Medicine are 2 of such initiatives that have developed out of the findings of previous faculty climate surveys.

New Agenda Items:

Diana Bilimoria asked Council members to send agenda ideas to her for the upcoming year.

At 2:10, the meeting was adjourned.
Submitted by Sarah de Swart

The next meeting is scheduled for Monday, January 29, 2018, 1 - 2:30PM, in Adelbert Hall, Room M2