

Faculty Development Council Meeting
Tuesday, February 12th, 2019

Members present:

Diana Bilimoria (WSOM)
Sarah de Swart (ex officio)
Adrienne Fletcher (Mandel School)
Jessie Hill (LAW)
Ron Occhionero (SODM)
Dan Scherson (A & S)

Members absent:

Sana Loue (SOM)
Hunter Peckham (CSE)
Mary Terhaar (SON)
Victoria Wright (UGEN)
Don Feke (Provost's Office)

Issues discussed:

- Support for non-tenure track and special faculty (adjuncts mainly) was brought up as a genuine need. Some schools have numerous faculty who teach and interact with students who have never had any training at all in either teaching or mentoring.
- Recommendations were made by this same committee several years ago (2014) which dealt specifically with non tenure track faculty and their development support. This slide is attached.
- The Mandel School has a “Professional Development Team” for each new faculty member, comprised of a Chair and 2 other faculty colleagues. These have experienced varying success.
- In the Organizational Behavior department in WSOM , each new faculty member is assigned a research mentor and a teaching mentor.
- In the Law School, there are more than 90 adjunct faculty members, with approximately 30 regular faculty members.
- In the Mandel School, there are numerous online faculty members who are not frequently on campus for any development activities.
- How to measure the administrative workload that faculty members take on was brought up, how to make mentoring or other department activities more equitable/celebrated/ required/rewarded
- A great speaker coming to campus on March 8th for the IDEAL-N plenary meeting (Dr. KerryAnn O’Meara, from University of Maryland), will be talking about equity issues among faculty groups

- The Provost's Strategic Planning process was discussed. Ideas for future discussion:
- Mentorship across the campus
- The ambiguity of language in the Faculty Handbook around Intellectual Property ownership
- Will the university be offering more online courses, more experiential programming in the future?
- Can the most recent Faculty Climate Survey be used to help assess faculty needs?
- Can elder care be covered in a similar fashion to the childcare costs during research travel, currently covered by HR?
- The Office of Faculty Development will endeavor to schedule future meetings for the whole year (2 per semester) and announce the meeting dates and times in August or September