



ANNUAL REPORT

Office of Faculty Development

This [first] annual report from the Office of Faculty Development gives an account of our year's activities from July, 2018 – June, 2019

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“I’ve learned that CWRU cares, and is serious about helping faculty do well, which is not true of every research university – thank you!”

The main goals of any research university are to produce research, and to educate students.

What do we do?

The mission of the Case Western Reserve University Office of Faculty Development is to provide resources and programming that support all faculty at CWRU in their pursuit of excellence in research, mentoring, and leadership. The office engages in three overlapping activities:

- *Career enhancement programming*
- *Community building*
- *Information dissemination*



Career Enhancement: Professional Development Programming, Leadership Skills & Information Dissemination:

During the fall of 2018 and spring of 2019, our office hosted numerous annual events:

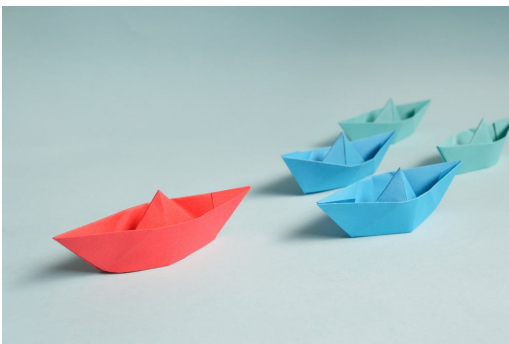
- New Faculty Orientation: (38 participants). This event shows research data into “Quick Starters”: those new faculty members who seem to be more successful, who adapt more quickly, and which actions set them apart from their less “quick” colleagues. We also offer a brief overview of best practices in course design and classroom environment. At lunchtime, top administrative leaders introduce themselves, along with several “nearly new” faculty members who offer their own advice about things they wish they had known when they first arrived as faculty members at the university.
- New Department Chair Orientation: (10 participants). This event offers new Chairs the opportunity to learn more about the administrative configuration, and financial operations, of the university.
- The Provost’s Leadership Retreat: (75 participants). The main themes for this event were gender, diversity and salary equity. Prominent members of the Provost’s team presented data regarding salary and gender equity from across the university. An outside theater group also performed interactive skits concerning normal events within departments, with a special focus on communication, diversity issues and unseen bias. These performances were followed by breakout discussion sessions within the different schools.
- Department Chairs Leadership Forums: (28 participants). Our theme for the fall event was the most recent Faculty Climate survey. The next forum, held in February, focused on best practice for mentoring, and the final forum, held in April, introduced Chairs to the theory and practice of Appreciative Inquiry.

“A great opportunity to think, reflect, gain strategies”

“Very informative, great discussion with colleagues!”



“It gave me a new perspective on diversity and the importance of careful communication to avoid misunderstanding. It opened my eyes to the value of diversity and how much work is still needed to achieve it.”





“Incredible writing opportunity. Vitaly important. I’m on track to publish more in 2019 & 2020 than I did in 2013 – 2018 combined. Thank you!”

“Fabulous. Has helped my grant writing and paper writing significantly.”



- Newly Tenured and Promoted Faculty Leadership Event: (16 participants). This event brings together top administrators and faculty members who have been awarded tenure, or promoted. This event offers information about the financial operations of the university, as well as reflections on leadership within the university, from senior members of the faculty.

- To Tenure and Beyond: (13 participants). This yearlong series of workshops (3 during fall semester, 2 during spring, each 4 hours) brings together 2nd year tenure track faculty, nominated by their Deans. Over the course of the sessions, they are introduced to topics such as “Power and Politics”, campus resources, or “Using Your Social Capital”. We also invite expert panelists or other knowledgeable guests at each session, talking about important aspects of the tenure process at CWRU. This program is run jointly with the Senior Director of the Flora Stone Mather Center for Women.

- Promotion and Tenure Workshop: (10 participants). This informal information session brings together the Provost, Vice Provost and the Provost’s Special Assistant for Tenure and Promotion with tenure track faculty, and provides a relaxed environment for conversation about the tenure process across the university.

Career Enhancement: Faculty Writing:

- Weekly Open Writing: (20 participants). This is another new program we created last summer, offered twice a week, on Tuesdays and Fridays, from 10 – 12noon, in a large conference room near our offices. We serve coffee, tea, and snacks, and a quiet place to write. It has proven to be extremely popular with faculty from all levels.

- Provost’s Early Grant Writing Academy: (14 participants). This is a new, monthly program sponsored by the Provost’s Office, along with the Vice President of the Office of Research Administration (Sue Rivera). 14 junior faculty members from across the university were selected for this year-long, pilot training, offered with support from Hanover Research.

- Grant Writing Summit: (13 participants). This new event brought together members of the campus community: faculty, staff, plus senior administrators to discuss best practices in grant writing support, and to share ideas

- NSF CAREER Grant Writing Program: (5 participants). This is a six-month, bi-weekly program that works intensely as a cohort

“Exposure to faculty from other schools and disciplines about the demands of university life”

“Finding out about available resources here on campus”

“Text, supplemental readings were very good”



group with members of faculty, staff, and most importantly, with writing experts from the University’s Writing Resource Center.

Career Enhancement: Mentoring and Coaching:

- Mentor Fellows: (10 participants). Fall of 2018 saw the 10th cohort of this program, with weekly, seminar style meetings. Fellows reflect on their own mentoring practices, discuss best practices (from assigned readings that include current research), and exchange views on how to improve the level of mentoring across campus.
- Individual Coaching: (13 Participants). Members of the “To Tenure and Beyond” cohort are offered Executive Coaching sessions, provided by WSOM certified coaches.



Career Enhancement: Funding to Faculty:

- ACES+ Opportunity Grants – 9 (totaling \$28,000)
- ACES+ Distinguished Lectureships – 8 (totaling \$25, 280.17)
- Mentor Fellows’ academic grants – 10 (\$25,000)



Community Building:

Activities and Affinity Groups:

- Annual Wine Tasting event
- Faculty Parents’ Group – monthly lunches
- End-of-year picnic with Parents’ Group
- Women Department Chairs and Deans’ lunches
- LGBTQ Research Group
- Asian Faculty Association
- Faculty Development Council



Community Building:

- Annual Wine Tasting event (49 attendees). This event has been hosted by our office, for a number of years, with the expert assistance of Distinguished University Professor and Perkins Professor of Physics, Philip Taylor
- Women Department Chairs lunches (17 attendees). This is another new event for our office, and serves an opportunity to share ideas and resources.
- Faculty Parents' lunches (46 participants). The CWRU Faculty Parents' Group is a campus wide organization that provides information, support, and advocacy regarding family issues and work-life integration on campus.

*“Delicious food, excellent wines,
attractive location”*

*“Opportunity to catch up with colleagues and
meet new people, excellent food, lovely wine,
nice discussions of each wine”*

*“Lovely to meet and socialize with other faculty
I do not otherwise run into”*



This end of the year celebration has become a recent addition to the Faculty Development Office umbrella. It is usually held on the evening of the last Friday after classes end, families are invited to come to the beautiful University Farm for games and a picnic dinner.

Information Dissemination:

In addition to the numerous events held over the course of the Year, our office produced an updated brochure, and completely reworked our website: <https://case.edu/facultydevelopment/> in addition to joining both CampusGroups and Workplace.



Professional Development Hours

Totals for the year:

- Career Enhancement:
- Leadership: 765.5 hours
- Promotion and Tenure: 276.5 hours
- Writing Support: 645.5 hours
- Mentoring and Coaching: 214 hours
- Community Building: 157.0 hours

Total # of Faculty Participating: 346

Total # hours: 2058.5 (51.5 weeks)



What's coming next?

- More outreach to adjunct and contingent faculty
- Continue, and expand, summit meetings for offices providing any kind of faculty professional development support
- Expand Grant writing support
- “Lunch and Learns” for all faculty
- Establish Communities of Practice for interested faculty
- Develop online New Faculty Orientation

***With special thanks to Julia Roberts (Office of Faculty Development Assistant Director), Don Feke Ph.D., (Vice Provost), Susan Freimark, M.A., (Senior Director of the Flora Stone Mather Center for Women) and Diana Bilimoria, Ph.D., (Chair of the Department of Organizational Behavior, WSOM).*

