

Faculty Development Council Minutes
January 29, 2021
10:00-11:30am

Council Members Present

Diana Bilimoria (Chair)
Deborah Lindell
Roberts Greene
Chuck Rozek
Don Feke
Jessie Hill
Ozan Akkus
Julia Roberts
Chuck Rozek
Meg Paladino (guest)
Amy Przesworski (guest)

Council Members Not Present

Adrienne Fletcher
Ronald Occhionero
Usha Stiefel
Victoria Wright

- Diana Bilimoria called the meeting to order at 10:00.
- The minutes from the previous meeting were approved.
- Amy Przesworski presented a plan for creating a mentoring program for underrepresented minority faculty. The idea is still in the planning stages. She presented data from the previous faculty satisfaction survey including a 24% difference in yes responses from the question, “Are you receiving adequate mentoring?” The goal is to create a program to support URM faculty in choosing the best options for their career. Some departments already have great programs but it is variable across the university. The structure is not in place but Amy approached the Office of Faculty Development to move forward . What would be beneficial for a program? In the future the goal would be to include Post Docs and Graduate students as well.
 - Diana - What kind of mentoring would be employed in this program?
 - Amy - Individual and group elements as there are benefits to both aspects.
 - Chuck informed the group that there is a current proposal for the NIH targeted at recruiting URM STEM faculty including intensive mentoring, as well as a

pending grant application to the NSF through AGEP. Another grant for URM grad students (NOA AGEP) achieved great success in mentoring and coaching combo, Matt Smith is the program director for the AGEP grant. He suggested collaborations between the groups working on these proposals.

- Bob suggested that it might be worthwhile to explicitly include instructors and lecturers in this project.
- Debbie agreed with Bob, but included that these faculty need to be advocated for at the administrative level.
- Diana mentioned that the Asian Faculty Association created a leadership development program. She mentioned that coaching has been used across the University for facilitating the success of faculty and graduate students.
- Ozan indicated that there needs to be specificity on mentoring type, making it a part of the welcome package that is constantly updated. Young faculty are not aware that they should ask for mentorship, and lack of mentorship is a huge problem.
- Diana shared an example of a mentoring program through the NSF IDEAL program at WSOM. Learnings included: Finite programs were more successful; mentoring relationships in which mentees have a say in selecting their mentor did well; and the mentoring program should be administered by a central office instead of leaving the coordination work to departments chairs.
- Meg Paladino is the CWRU membership coordinator for Academic Impressions. The university has had an active membership for 1.5 years. AI is a small organization of 40 people that provide professional development for higher education. All materials are related to higher education. The company has a team of researchers working with faculty to develop ideas with the program development team. Every member of the CWRU community has access to the materials.
 - Ozan suggesting sending the resources to the Daily on a regular basis would help to keep faculty better informed of the resources from AI.
 - AI does offer certificates of completion as well as learning plans. [Focused Learning Plans - Academic Impressions](#)
- COVID 19 impact survey will be going out soon.
- Debbie would find it helpful to have more clarification on the impact statement.
- Don informed the council that there are plans for the next University-wide faculty climate survey to go out in 2021. Institutional Research is still collecting gender equity data that is usually presented at the Provost's Leadership Retreat although this event did not happen in the fall. The IR website still has the information posted at <https://case.edu/ir/cwru-facts/faculty-and-staff-facts/faculty-composition-and-trends>.
- Diana mentioned that it seems that WSOM faculty have settled into a pandemic-related behavior pattern of individually getting their work done. There seems to be less of a sense of connection among faculty members, possibly because there are no in-person contact

points. Are there things that schools or departments have done that have been helpful in this regard?

- Jessie - Law school is meeting more often and has been able to include adjunct faculty in these meetings. There are more trainings and informal discussions. The School of Law only has around 30 full time faculty but 100 adjunct faculty.
- Debbie mentioned that the School of Nursing is still adjusting to being in HEC building and dealing with COVID-19.
- Diana called the meeting to a close at 11:30 am.