



The Office of Faculty Development

2020 - 2021 Annual Report

Dear Faculty, Staff and Friends of CWRU,

This year has brought on changes that have tested us to rethink how we function as an office. On August 1st, 2020, following the retirement of Sarah de Swart, I assumed the role of Acting Director of the Office of Faculty Development. Through the uncertainty and added challenges that this year has brought us, the office has continued and increased programming for faculty. Our mission to support faculty in the areas of leadership, mentoring and grant writing was executed completely online and while we were unable to hold some of our most popular in-person events, this year has seen the successful completion of the remainder of our annual programs.

This success could not have been achieved without the dedication and support of a group of faculty and staff who led many of our programs this year. Special thanks goes out to the following:

Diana Bilimoria, KeyBank Professor, Chair of the Department of Organizational Behavior
Facilitator, Department Chair Leadership Forums and Co-facilitator, To Tenure and Beyond

Susan Freemark, Director of Faculty Development for the School of Medicine
Co-facilitator, To Tenure and Beyond

Matthew Garrett, Director of UCITE
Co-facilitator the Mentor Fellows

Mano Singham, Director Emeritus of UCITE
Co-facilitator the Mentor Fellows

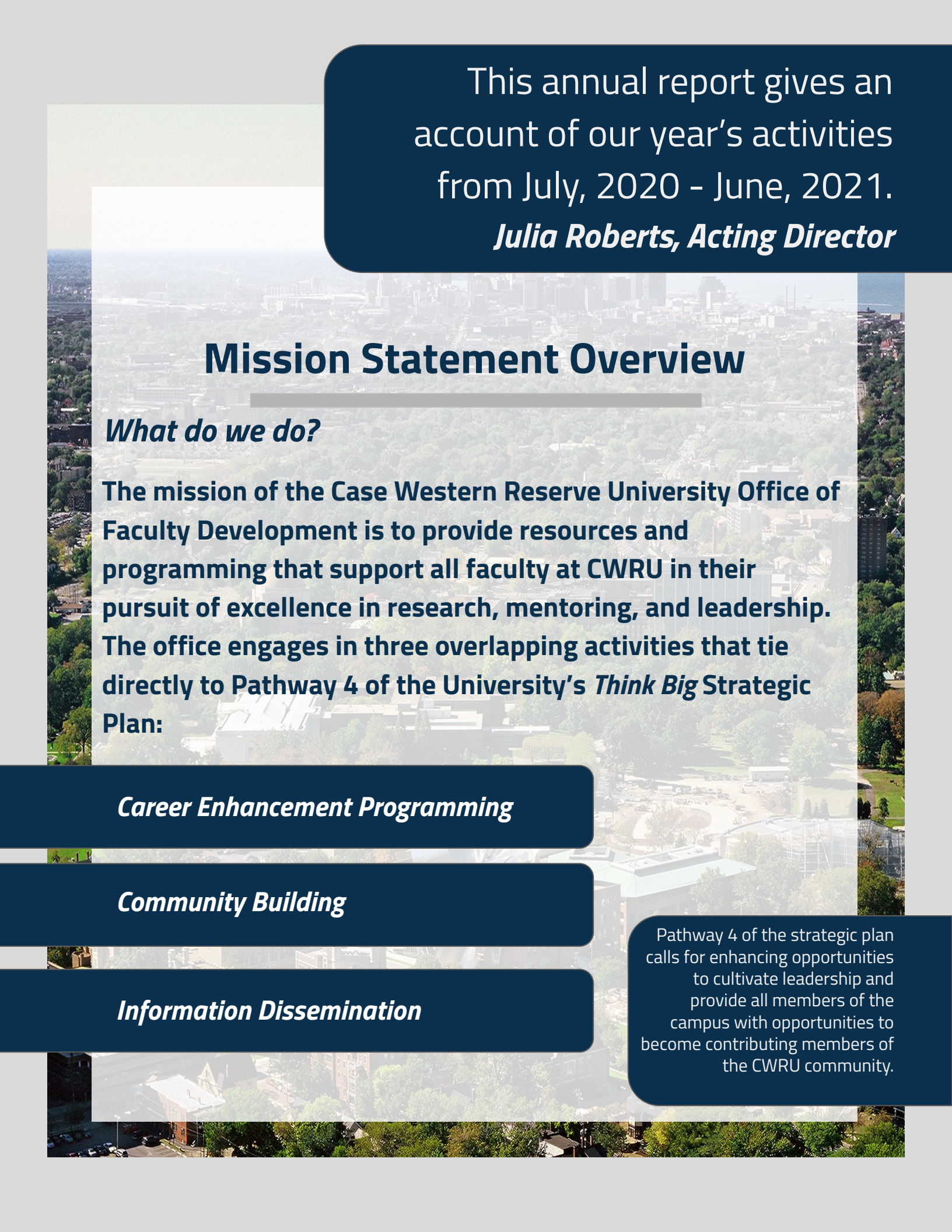
John Wehl, Full-time Lecturer, Department of English
Co-facilitator, NSF Career Award Grant Writing Group

Cyrus Taylor, Albert A. Michelson Professor in Physics
Co-facilitator, NSF Career Award Grant Writing Group

We are looking forward to next year with an increased sense of hope as we return to campus and with goals to further improve the offerings for all faculty at CWRU.

Sincerely,

Julia Roberts
Acting Director of Faculty Development



This annual report gives an account of our year's activities from July, 2020 – June, 2021.

Julia Roberts, Acting Director

Mission Statement Overview

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 that tie directly to Pathway 4 of the University's *Think Big Strategic Plan*:

Career Enhancement Programming

Community Building

Information Dissemination

Pathway 4 of the strategic plan calls for enhancing opportunities to cultivate leadership and provide all members of the campus with opportunities to become contributing members of the CWRU community.

Career Enhancement

Professional Development Programming, Leadership Skills & Information Dissemination

- **Department Chairs Leadership Forums:** (19 participants). 2 fall, 2 spring. The themes / topic discussion of the events were Performance Reviews, Emotional Well-being, and Inclusive Excellence: The Impact of Exclusion.
- **To Tenure and Beyond:** (28 participants). This yearlong series of workshops (3 during fall semester, 2 during spring, each 3.5 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: time management, work/life balance, managing people, presentation skills, professional development opportunities on campus, establishing a dynamic classroom environment, elevator pitches, and diversity and inclusion. We also invite expert panelists or other knowledgeable guests at each session, talking about important aspects of the tenure process at CWRU.
- **Promotion and Tenure Workshop:** (53 participants). This informal informational 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:** (17 participants). This program is offered twice a week, and offers accountability and community to support writing productivity. The scheduled sessions are blocks of unstructured, quiet writing time.
- **NSF CAREER Award Grant Writing Program:** (8 participants). This is a six-month, bi-weekly program that works intensely as a cohort group with members of faculty, staff, and most importantly, with writing experts from the University's Writing Resource Center.

Mentoring

- **Mentor Fellows:** (7 participants). Spring of 2021 saw the 12th 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.

Grant Funding

- ACES+ Opportunity Grants – 11 (totaling \$45,000)
- Mentor Fellows' academic grants – 7 (\$10,500)

Community Building

Activities, Affinity Groups, and Events

- **Faculty Parents' lunches** (15 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.
- **Communicating Across Cultures as Faculty:** (10 participants)
Co-hosted by the Office of Faculty Development and the Center for International Affairs, this session covers common causes of miscommunication across cultures and strategies for mitigating confusion in cross-cultural scenarios.



Information Dissemination

Faculty Development Council

- The Faculty Development Council was organized in 2011 in support of the university's vision to develop a strong and vibrant university faculty. The Council provides a framework for faculty development initiatives across the university. It supports campus-wide priorities for strengthened faculty recruitment, advancement, retention, and performance.

- Goals of the Faculty Development Council:

1. *Recruit and retain outstanding faculty*
2. *Recognize and reward excellence*
3. *Offer high quality mentoring*
4. *Develop career opportunities*
5. *Develop an antiracist, diverse, and inclusive campus culture*

- Faculty Development Council members:

Ozan Akkus (*Case School of Engineering*)
Diana Bilimoria (*Council Chair, Weatherhead School of Management*)
Adrianne Fletcher (*Jack, Joseph, and Morton Mandel School of Applied Social Sciences*)
Robert Greene (*College of Arts and Sciences*)
B. Jessie Hill (*School of Law*)
Cynthia Kubu (*School of Medicine*)

Deborah Lindell (*Frances Payne Bolton School of Nursing*)
Ronald Occhionero (*School of Dental Medicine*)
Julia Roberts (*Faculty Development*)
Usha Stiefel (*School of Medicine*)
Victoria Wright (*Central Administration*)
Donald Feke, Charles Rozek (*Ex Officio*)

Information Dissemination

Resources and Online Courses for Faculty Development

- **Faculty Development Website:** CWRU offers faculty a wide range of resources through various offices, initiatives, and programs. However, navigating through these resources and knowing where to find the right information is no small feat. The website of the Office of Faculty Development is a hub of information that points faculty in the right direction so that they may easily find what they are looking for. There is also a page of resources specifically for new faculty, covering everything from getting around campus, to connecting with other new faculty, to local attractions.

Website: <https://case.edu/facultydevelopment/resources>

- **Academic Impressions:** Academic Impressions is a higher education training and development organization that helps institutions develop their leaders and tackle key, strategic challenges. The Office of Faculty Development encourages these programs by keeping faculty informed on upcoming events.

Summary

Professional Development Hours

Career Enhancement: 1175 hours

Information Dissemination: 35 hours

Community Building: 56 hours

TOTAL NUMBER OF FACULTY PARTICIPATING: 220

TOTAL NUMBER OF HOURS: 1266

What's Next?

Goals for 2021 - 2022

Increase programming support for faculty.

Improve information dissemination through the office listserve.

Development a general grant writing program to support all faculty.

To suggest goals or programming topics for the Office of Faculty Development, please complete [this survey](#) or email us at facdev@case.edu.

An aerial photograph of the University of Chicago campus, showing the dense greenery of the quad, the iconic skyline of Chicago in the background, and various university buildings. A semi-transparent white box is overlaid on the image, containing the text.

Thank You

Special thanks to :

Don Feke Ph.D.,

Vice Provost for Undergraduate Education & Academic & Faculty Affairs

Susan Freimark, M.A.

Director of Faculty Development and Diversity, School of Medicine

Diana Bilimoria, Ph.D.

Chair of the Department of Organizational Behavior, WSOM

Matthew Garrett, Ph.D.

Director of UCITE

Mano Singham, Ph.D.

Director Emeritus of UCITE

Nicole Munson

Student Assistant of the Office of Faculty Development