



# The Office of Faculty Development

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2021 - 2022 Annual Report



**Dear Faculty, Staff and Friends of CWRU,**

**During AY 21-22, I was appointed as the Faculty Director of the Office of Faculty Development. In serving the career development needs of the academic members of our community, I often draw from my past experiences when I passed through the junior and mid-career ranks. This new role has been a rewarding one, particularly in terms of helping me in gaining knowledge on academic units and departments outside my home school, during which it was fascinating to witness the diversity of academic cultures across the campus. While our mission in scholarship, teaching, outreach and service may seem well-defined, how we get there varies significantly. I am grateful for learning new perspectives from the greater community of CWRU.**

**2022 has seen the growth of the Office of Faculty Development (OFD) with the hirings of Matt Smith as the Assistant Director and Ageh Bedell as the Department Assistant. I extend them a warm welcome. During this period of growth, the OFD had direct interactions with ~150 faculty members through flagship activities such as To Tenure and Beyond, ACES+ Opportunities grants, the NSF-CAREER grant writing program, and Tenure and Promotion Workshop. We continued supporting faculty interest groups such as Faculty Parents Group and Asian Faculty Association. We launched a mid-career in person coaching program, and, facilitated a Sustained Dialogue engagement at MSASS. AY 21-22 concluded with a Northstar Leadership Institute retreat for department chairs.**

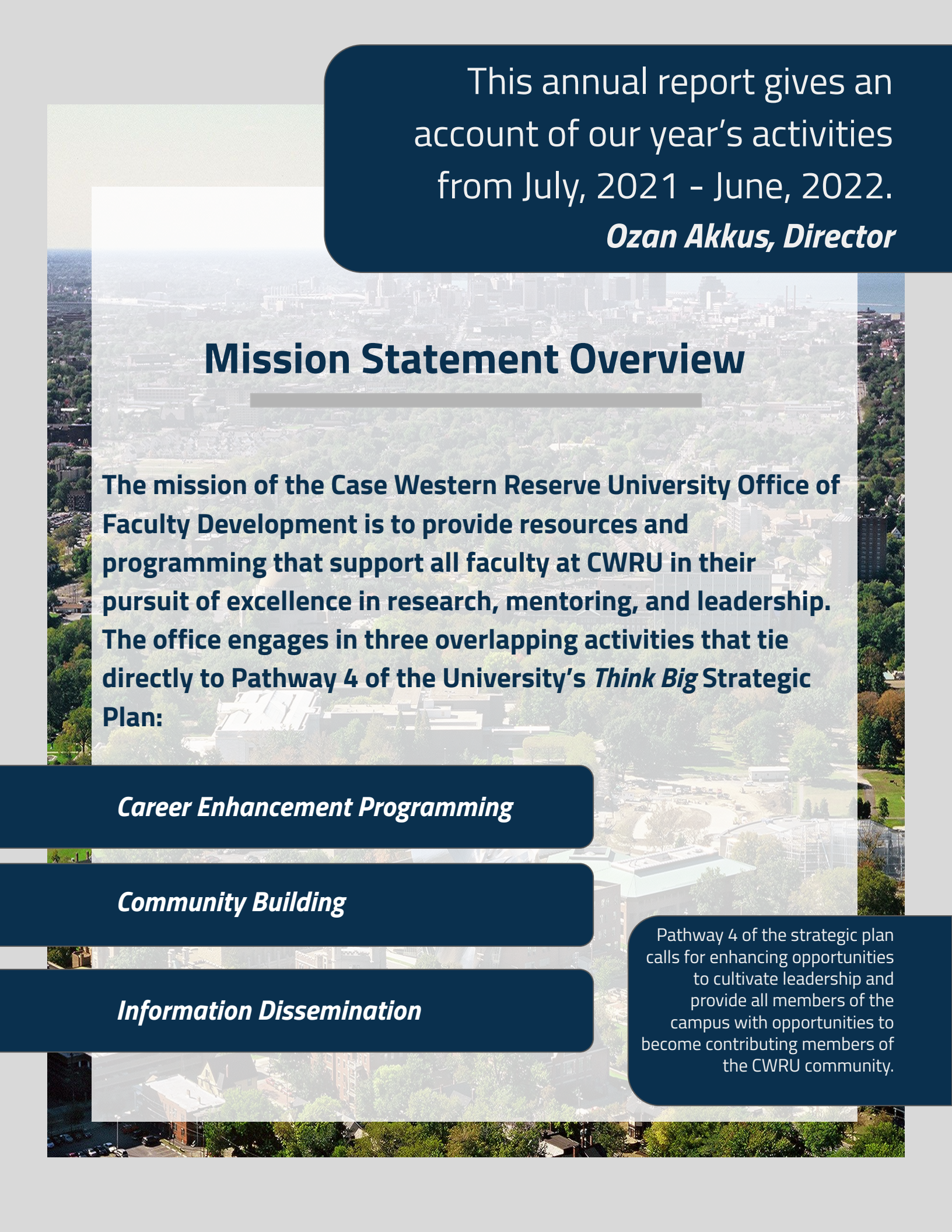
**Going forward, a much desired retreat of the pandemic has resulted in the resumption of in-person activities; thus, we are adding hybrid delivery of programming. One of the past programs, Mentor Fellows, was put on hold and I am pleased to announce that AY 22-23 will see the return of the program. OFD will increase its focus in extending career development opportunities for mid-career faculty.**

**When I took this task on, Provost Vinson told me, “This is not a job that you can do alone”. It couldn’t be more true. These programs could not have been realized without the dedication and support of faculty and staff who are acknowledged in the pages of this report. 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 to faculty and faculty groups with self-identified career growth needs.**

**Sincerely,**

**Ozan Akkus, Ph.D.  
Director of Faculty Development**





This annual report gives an account of our year's activities from July, 2021 – June, 2022.

***Ozan Akkus, Director***

## Mission Statement Overview

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.



# Our Office

## New Faces, Soon-to-be New Location!

### **Ozan Akkus PhD, Director of OFD**

Dr. Akkus, Kent H. Smith professor of engineering, received his PhD from CWRU in 2000 following which he conducted his postdoctoral fellowship at Mount Sinai School of Medicine. Following academic appointments at University of Toledo and Purdue University, he returned to CWRU in 2011 with his primary appointment in Mechanical and Aerospace Engineering and adjunct appointments in Biomedical Engineering, Orthopaedics and National Center for Regenerative Medicine. At CWRU he established the Tissue Fabrication and Mechanobiology Laboratory whose focus is the repair and regeneration of tissues by mechanically functional biomaterials. He published 140+ peer-reviewed journal articles, 180 peer-reviewed conference abstracts, and 6 book chapters along with his colleagues and trainees. He holds inventorship in 8 issued patents some of which are licensed to a number of start-up companies. He is a fellow of ASME and AIMBE and his studies has been funded by research grants from NIH, NSF, DoD, and non-profit foundations, and his entrepreneurship activities have been supported by SBIR grants from NSF, NIH and the State of Ohio. During this multidimensional career-path, he was mentored by many, and acted as a mentor to many. His values are open mindedness, empathy, and continual growth through feedback.

### **Matthew Smith MM, Assistant Director of Faculty Advancement**

Matt Smith, MM, joins UCITE and the Office of Faculty Development after more than a decade in the School of Graduate Studies here at CWRU. Most recently, Matt served as the project director for the Northern Ohio AGEF Alliance (NOA-AGEF), a consortium of universities funded by the National Science Foundation's Alliances for Graduate Education and the Professoriate program to develop, implement, study, and institutionalize a model to improve underrepresented minority student participation, preparation, and success in STEM graduate education, and to prepare them for entry into the professoriate. Matt currently sits on the Sustained Dialogue Executive Committee and the Diversity Leadership Council, and he has previously served on the board of the Women Staff Leadership Development Institute, on the steering committee of the LGBT Center, and as chair of the Staff Advisory Council. Matt is a certified executive coach and has worked in this capacity with faculty, administrators, postdocs, and graduate students at universities across northern Ohio.



# Our Office

## New Faces, Soon-to-be New Location!

### **Ageh Bedell PhD, Faculty Advancement Department Assistant**

Adrienne (or simply, Ageh) joins UCITE and the Faculty Advancement Team after graduating from Case Western Reserve University with a PhD in Music Education in 2022. In addition to her role as the Faculty Advancement Department Assistant, Ageh explores the intersection between music engagement, community-level adversity, and the experience of trauma. Primarily a community-based music educator, Ageh has designed music education opportunities in homeless shelters, alternative to incarceration programs, and hospital-based violence intervention programs. Her recent work in the Cleveland community and research frames active music-making as a tool for violence prevention through trauma-informed, asset-informed, and anti-oppressive teaching. Ageh is proud to continue her work in community advocacy by connecting CWRU community members, students, and faculty members to the many resources available to them through UCITE and the Office of Faculty Development, under the banner of Faculty Advancement. Feel free to contact Ageh directly at [adrienne.bedell@case.edu](mailto:adrienne.bedell@case.edu).

### **Allen Relocation**

We are excited to share that the Office of Faculty Development is in the process of relocating to the third floor of Allen Memorial Medical Library. Our new home will provide a central location with facilities to accommodate the varied activities of the Office of Faculty Development, an informal gathering space for faculty to use, as well as spaces to accommodate individual coaching to large group workshops. Expect to hear more this Fall!



# Career Enhancement

## Professional Development Programming, Leadership Skills & Information Dissemination

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- **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:** (22 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

- **NSF CAREER Award Grant Writing Program:** (8 participants). NSF-CAREER is one of the most prestigious funding programs of the National Science Foundation to support early-career faculty who are seeking for excellence and distinction. This writing program is a six-month, bi-weekly one 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. Participants are recruited during late fall/early spring and the sessions are held during the Spring semester. Faculty members who are interested in submitting an application to this funding mechanism can contact our office to sign up to the program.

## Community Building

- **Sustained Dialogue:** (20 participants). Matt Smith, in collaboration with Heather Burton from the Office of Inclusion, Diversity, and Equal Opportunity, facilitated dialogue with two groups of faculty and staff from the Jack, Joseph and Morton Mandel School of Applied Social Sciences. Participants gathered weekly to discuss campus, local and national issues of concern, their impact on our university communities, and took action to improve institutional policies and practices.



# Career Enhancement

## Grant Funding

### ACES+ Opportunity Grant

ACES+ mechanism supported 14 projects that totaled \$63,135 following a peer-review process. The Office of Faculty Development congratulates the following faculty members for this recognition. A special thanks to the Flora Stone Mather Center for Women for additional funding for several ACES+ awardees!

Idit Zehavi	Physics	A Sabbatical Stay in Durham, England: Exploring the Galaxy-Halo Connection
Laura Voith	MSASS	Discovering the Next Chapter: Investing in Women Faculty
Kevin Inouye	Theater	Margolis Method Instructor Certification
Brian Maxwell	Mechanical Engineering	Model Development to Study Supersonic Combustion in Condensed Cryogenic Liquid Reactants
Jonathan Alter	School of Medicine	Anesthesiology
Brooke Macnamara	Psychological Sciences	Participation in "Elevate: Uplevel Your Post-tenure Career"
Ifeolorunbode Adebambo	School of Medicine	Racism, Microaggressions and Allyship in Health Care: Using Narratives to teach Health Professionals
Andrew Rollins	Biomedical Engineering	Prevalence and clinical profile of patients with keratoconus in Uganda
John Paul Stephens	Organizational Behavior	An investigation into the effects of built space on the development of relational competence in medical professional students, staff, and faculty
Attila Nemeth	School of Medicine	Navigating Academia for Clinician Educators Series (NACES)
Ryan Arvidson	School of Medicine	Development of a cockroach model of Parkinsonism
Anirban Mondal	Mathematics, Applied Mathematics and Statistics	Robust variable selection and clustering for high dimensional data and Bayesian uncertainty quantification in satellite remote sensing
Hua Lou	School of Medicine	Investigation of NF1-associated circadian behavioral abnormalities using mouse models
Kathryn Daltorio	Mechanical Engineering	Swiss-CWRU bio-robotics collaboration



# Community Building

## Activities, Affinity Groups, and Events

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- **North Star Leadership Development Institute:** Ozan Akkus and Matthew Smith collaborated with Academic Impressions to design and implement a 2-day activity for department chairs and assistant/associate deans across the campus. The retreat was designed to fuel the growth of participants' leadership capacities while facilitating interdisciplinary networking between leaders from different school. Twenty participants of the institute completed sessions on: creating a coalition of faculty, leading from both informal and formal roles, leading a department while managing your own research agendas, conflict resolution, and advocating for resources. Participants who completed the program also had the opportunity to work with an individual coach through Academic Impressions.
- **Asian Faculty Association (AFA):** The mission of AFA is to provide a formal networking platform for Asian faculty to foster their growth –personal and professional. The AFA also serves as a voice to represent and advocate for its members, and to increase the awareness of issues specific to the Asian faculty community. AFA and OFD collaborated to offer the Asian Faculty Leadership Development Program from April through July of this year. Diana Bilimoria and Susan Freimark led programming, while Matthew Smith and Susan facilitated individual coaching for participants.



# Community Building

## Activities, Affinity Groups, and Events

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- **Mid-Career Coaching:** Associate Professors (tenured, tenure track, or non-tenure track) at CWRU were given the opportunity to apply for a personalized mid-career professional development coaching experience delivered by Academic Impressions. Faculty participants received personalized support to fuel growth as a scholar and educator, identified opportunities to take charge of their career while balancing competing demands, and established accountability to achieve goals. This pilot program supported six coaching sessions for 20 participants. Based on overwhelming interest, OFD hopes to offer expanded coaching opportunities in the future.
- **Faculty Parents' Group:** The CWRU Faculty Parents' Group is a campus wide organization supported by our office that provides information, support, and advocacy regarding family issues and work-life integration on campus. Informal and formal events are hosted throughout the year for sharing resources and moral support as well as communicating across the university. This spring, faculty parents shared lunch and dialogue with President Kaler to address concerns specific to parents as we returned to campus.



# 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 (*Director of Office of Faculty Development*)

Matthew Smith (*Assistant Director for Faculty Advancement*)

Kathryn A. Daltorio (*Case School of Engineering*)

Peter Yang (*College of Arts and Sciences*)

B. Jessie Hill (*School of Law*)

Cynthia Kubu (*School of Medicine*)

Satish Nambisan (*Weatherhead School of Management*)

Celeste Alfes (*Frances Payne Bolton School of Nursing*)

Ronald Occhionero (*School of Dental Medicine*)

Victoria Wright (*Senior Associate Vice President*)

Donald Feke, (*Vice Provost*)

Charles Rozek (*Vice Provost*)



# 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/>

- **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. More than 200 faculty have participated in one or more program since the partnership launched in 2019.
- **National Center for Faculty Diversity and Development:** NCFDD was founded in 2010 as a premier provider of career development in higher education, with its network expanding to over 300 colleges and universities in support of faculty, postdocs and graduate students. During AY21-22 424 sub-account members were engaged in 1,046 active sessions.

Website: <https://www.facultydiversity.org/>



# What's Next?

## Goals for 2022 - 2023

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**Increase Programming Support for Faculty**

**Expand Sustained Dialogue**

**Initiate Mid-Career Mapping Program**

**Improve Information Dissemination**

**Resume Mentor Fellows Program**

To suggest goals or programming topics for the Office of Faculty Development, please email us at [FacDev@case.edu](mailto:FacDev@case.edu).





## Special thanks to

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**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*

**Ben Vinson, Ph.D.**

*Provost and Executive Vice President*

**Todd Rasmussen, Ph.D.**

*Director of Finance for Student Affairs and Provost*

**Ashley Johnson, MBA**

*Financial Manager, Student Affairs Operations Group*

**Vicki Daniel, Ph.D.**

*Teaching Fellow and Instructor of History, CWRU*