



The Office of Faculty Development

2022 - 2023 Annual Report

Dear Faculty, Staff and Friends of CWRU,

What a difference a year makes! The Office of Faculty Development reached full staffing in August 2022, just in time to launch our revised New Faculty Orientation and New Department Chair Orientation held the week before fall classes began. With the addition of Matt Smith and Ageh Bedell, we have been able to review and reimagine existing programs and supports facilitated by our office. This ongoing process has been informed by emerging critical intersectional feminist literature relevant to all faculty. Through this work we hope to foster an environment where anyone with a faculty appointment can thrive and feel supported as a whole person.

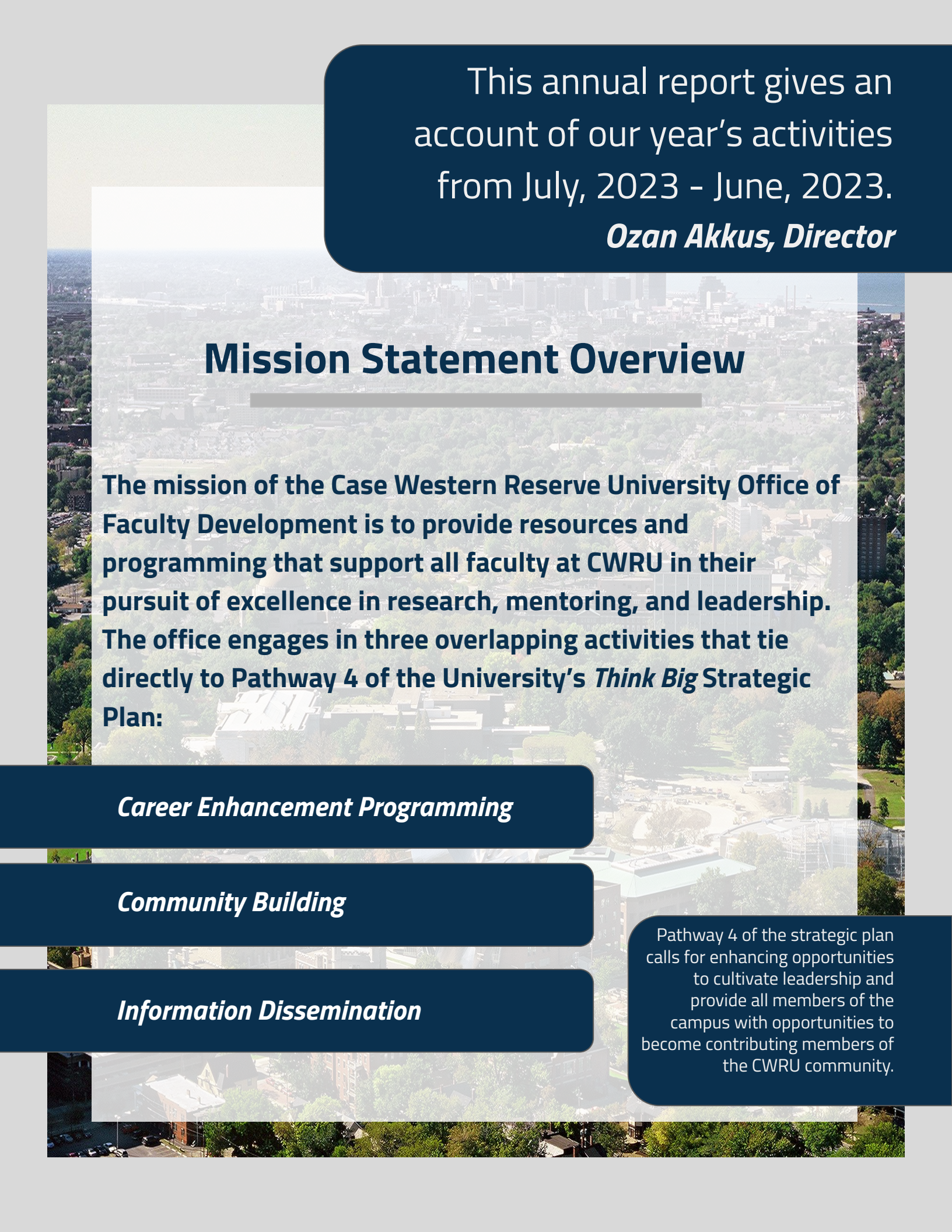
Inside, you will find an impressive list of ACES+ Opportunity Grant awardees pursuing inspiring projects. My thanks to all who contributed to the selection process. Mid-Career Mapping launched this year, in collaboration with Diana Bilimoria and Susan Freimark, to expand our ability to support faculty as they navigate their careers at CWRU. Based on needs identified by our faculty, the Promotion and Tenure Workshop expanded from one session to three with the addition of two panel discussions and dialogue facilitated by Matt Smith and myself. We look forward to inviting this year's participants to join us in future iterations as newly promoted and/or tenure faculty with wisdom to share with their colleagues that follow!

There is of course much work to continue that aligns not just with the values of the institution but also the myriad perspectives of our faculty through career enhancement programming, community building, and information dissemination. In the report that follows, you will find a heightened emphasis on community building and leveraging the resources available to our small but mighty team. To these ends, Matt Smith led the redesign and launching of a pod experience for Mentor Fellows this spring to test various elements of the new curriculum. The scope of the Mentor Fellows program has expanded to examine all ways in which faculty are mentors and mentees. A special thanks to our six faculty participants for their trust and feedback throughout the spring sessions.

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, 2022 – June, 2023.

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

Come see us in Allen Library!

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, joined UCITE and the Office of Faculty Development in 2022 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. He is a certified executive coach and has worked in this capacity with faculty, administrators, postdocs, and graduate students at universities across northern Ohio. Matt is also pursuing his doctorate in Higher Education Administration at Kent State University. His research focuses on how White supremacy and toxic masculinity manifest in the systems and structures of higher education that impact faculty career pathways.

Our Office

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.

Allen Relocation

We are excited to share that the Office of Faculty Development has successfully relocated to the third floor of Allen Memorial Medical Library this spring. Our new home provides 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. Please keep an eye out for announcements in the upcoming academic year for various opportunities to join us in our new digs!

Career Enhancement

Professional Development Programming, Leadership Skills & Information Dissemination

- **Mid-Career Mapping** (8 participants): This professional development workshop (2 during fall semester, 2 during spring, each 3.5 hours) is targeted to full-time mid-career faculty (tenure track and non-tenure track) who are interested in enhancing their formal or informal leadership within their academic unit and discipline/profession. The objectives of the year-long program are to gain clarity about next steps in your career development, enhance your leadership skills, and develop change leadership expertise.
- **To Tenure and Beyond:** (13 participants). This yearlong series of workshops (2 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.

Career Enhancement

Professional Development Programming, Leadership Skills & Information Dissemination

- **Promotion and Tenure Workshop:** (93 participants). This informal informational session brings together the Provost, Vice Provosts for Faculty Affairs, and the Provost's Special Assistant for Tenure and Promotion with tenure track and non-tenure track faculty, and provides a relaxed environment for conversation about the promotion and tenure processes across the university. This year, the program expanded to include two Faculty Friday events facilitated by Matt Smith and Ozan Akkus and featuring panels of tenure track and non-tenure track faculty who recently received tenure and/or promotion.
- **Mentor Fellows Learning Pod** (6 participants): To advance the goal of promoting and recognizing good mentoring practices, non-tenure track and tenure-track faculty were invited this spring to apply to participate in a learning pod facilitated by Matthew Smith, Ozan Akkus, Matthew Garrett, and Ageh Bedell. After more than a decade of focus on graduate student mentoring, the Mentor Fellows program has been reimagined as a space for all CWRU faculty to examine their roles as a mentor and a mentee in our communities. Mentor Fellows participants attended a 7-week, seminar-type course in which faculty read emerging research literature on mentoring, engaged in dialogue with their peers and mentees, and redefined their mentoring practices.

Career Enhancement

Faculty Writing

- **NSF CAREER Award Grant Writing Program:** (15 participants). NSF-CAREER is one of the most prestigious funding programs of the National Science Foundation to support early-career faculty what 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 mechanics can contact our office to sign up to the program.

Community Building

- **Sustained Dialogue:** (19 participants). Matt Smith facilitated several pop-up Sustained Dialogue events for faculty. Participants gathered 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 12 projects that totaled \$62,067 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!

Name	Department	Proposal Title
Jessica Cooke Bailey	Population and Quantitative Health Sciences	International Society for Eye Research Meeting Support
Brian Gran	Sociology	"The Other" Symposium
Carlos E. Crespo-Hernández	Chemistry	Development of Light-Activated Therapy Agents Absorbing in the Near Infrared for the Treatment of Cancer Cells
Justine Howe	Religious Studies	Material Culture, Authenticity, and Extended Reality: Integrating HoloLens into the Teaching and Study of Embodied Religion
Pooyan Kazemian	Operations	Blockchain Technology, Smart Contracts, and the Healthcare and Pharmaceutical Industry Supply Chains
Kam Lam	Pediatrics, Education	Osteopathic Manipulative Medicine for Breastfeeding Support
David Ludlow	Otolaryngology	Treating the Ears, Noses, and Throats of an Indigent Nigerian Patient Population
Ina Martin	Physics	Funding to Support Travel to the 50th Annual Photovoltaic Specialists Conference
Maggie Popkin	Art History, Art	Archaeological and Mixed Reality Research at Samothrace, Greece
Kelly Qua	Medical Education	Developing Leadership Skills in Health Professions Education
Rachel Sternberg	Classics	Dikaïosynê: The Ancient Greek Virtue of Justness
Heidi Szugye	Pediatrics	Osteopathic Manipulative Treatment for Breastfeeding Dyads Advanced Training to Improve Care at Cleveland Clinic's Breastfeeding Medicine Clinic

Community Building

Activities, Affinity Groups, and Events

- **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.
- **Faculty Fridays:** Under the banner of Faculty Advancement, OFD, UCITE, and the Office of Academic Affairs proudly announces Faculty Fridays. Faculty Friday events are informal lunch and community building opportunities designed to bring CWRU faculty together to learn about the Faculty Advancement and the Science of Teaching and Learning through shared experiences. Our faculty value opportunities to gather in interdisciplinary spaces, and the Lunch and Learn conversations provide time for the exchange of ideas.
- **WIN Program:** CWRU Faculty Senate Committee on Women Faculty and Office of Faculty Development are offering "Women In Network" (WIN) program to women faculty members as an opportunity of mentorship, dialogue and socialization. In AY 2022-2023, WIN hosted three events: a) Mentoring 101: How to Get What you Need to Thrive in the Academy, b) The Ebb and Flow of Professional Advancement and Personal Life, and c) Completing the Circle: Building an Inclusive Community to Thrive in Academia.

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*)

Jane Marek (*Frances Payne Bolton School of Nursing*)

Sonia Minnes (*Mandel School of Applied Social Sciences*)

Andre Mickel (*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 2023 - 2024

Increase Programming Support for Faculty

Expand Sustained Dialogue

Improve Information Dissemination

Launch Full Mentor Fellows Program

Establish Faculty Coaching Network

To suggest goals or programming topics for the Office of Faculty Development, please email us at FacDev@case.edu.

Special thanks to

Don Feke Ph.D.,
Vice Provost for Undergraduate Education & Academic & Faculty Affairs

Victoria Wright, M.B.A.
Associate Vice President for University Planning and Administration

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

The ACES Review Committee
Elizabeth Click (FBP NURS), Susan Freimark (SOM), Longhua Zhao (CAS), Laura Bruckman (CSE), and Ifeolorunbode Adebambo (SOM)

Spring 2023 Mentor Fellow Participants
Jenny Brynjarsdottir (Mathematics), Heidi Moawad (Biology), Rita Obeid (Psychological Sciences), Marco Antonio Roque Sol (Mathematics), Elizabeth Sell (Mathematics), Rachel Sternberg (Classics)

Spring 2023 NSF Career Participants and Guest Speakers
Participants: *Sanmukh Kuppannagari, An Wang, Bridget Hegarty, Brian Taylor, Divita Mathur, Metin Karayilan, Steve Majerus, Zonghe Chua, Abhinendra Singh, Chirag Kharangate, Rita Obeid*
Speakers: *Shane Parker, Svetlana Morozova, Jim Bader, Betsy Banks, Karen Laurence, Umut Gurkan, and Chris Wirth*