

Faculty Development Council Minutes
November 16, 2020
10:00-11:30am

Council Members Present

Diana Bilimoria (Chair)
Deborah Lindell
Roberts Greene
Chuck Rozek
Don Feke
Jessie Hill
Ozan Akkus
Julia Roberts
Victoria Wright
Chuck Rozek
Heather Burton (Guest)

Council Members Not Present

Adrienne Fletcher
Ronald Occhionero
Usha Stiefel

- Diana Bilimoria called the meeting to order at 10:00am.
- The minutes from the previous meeting were approved.
- Robert Greene was introduced as the new council member for the College of Arts and Sciences.
- Heather Burton was welcomed to share information on the programming and initiatives from the Office of Inclusion, Diversity and Equal Opportunity. They are implementing a new process for faculty recruiting, trying to be involved in the process early to ensure diverse hires. A diversity liaison committee has been created to ensure continuity across campus. Their monthly meetings are making a huge difference in bringing the campus together. The Law school has developed a class and certification program to support diversity inclusion at the university and in the workforce. The Nursing school and College of Arts and Sciences are creating diversity statements, student groups and committees to support diversity in their schools. Dr Burton asked that council members connect with the liaisons if they know of any new initiatives at their school.
 - Ozan Akkus noted that the School of Engineering's executive committee has been discussing the creation of a diversity statement. They are looking at the university's and the college's statement, emerging in a grassroots sense, including staff, students, and faculty, along with actionable mission and vision statements.
 - Jessie Hill indicated that the Law school has made concerted effort to facilitate conversations around race and racial justice, communication and connection surrounding these issues.
- Diana asked for any updates on the mentoring activities in each of the schools.

- Ozan Akkus reported that the school of engineering is examining existing mentoring practices and has scheduled a meeting with the department chairs about mentoring. Their goal is to standardize the mentorship process.
 - Robert Greene reported that the College of Arts and Sciences is working to develop general guidelines to follow for mentoring within the school including a set of standards and systematic reviews that will include mentoring at all levels.
 - Diana has previously implemented a program for full professor women faculty in STEM disciplines who each put together a development committee consisting of peers from within CWRU and their larger discipline. Committees were asked to meet once every 3-4 months for a period of one year. Not all participating faculty had an influential development process through their committee meetings, but many did. Mentoring committees were also set up for STEM women assistant professors and associate professors to provide key insights to support progress toward tenure and/or promotion. These committees consisted of one faculty mentor from within the department, one from within the School/College, and one from the discipline (external to the University). Committees met every 3-4 months for a period of one year. Unfortunately there were no resources for ongoing support to ensure that development committees (for full professors) and mentoring committees (for assistant and associate professors) met regularly. Effectiveness seemed to vary based on the level of initiative and follow up activity undertaken by the individual faculty member.
- Don Feke asked the council for advice on how the Office of Faculty Development should be structured in the future. Julia presented the recent history of the office and the programs that are currently housed within the department. Up until August 1st, the department was made up of two positions but is now just one staff member. Are there advantages to combining the office with another department that supports faculty or expanding the office?
 - Heather believes that the work coming out of the office is great and that the amount of work is enough to hire a full time director or to expand the department even more. She would hate to see the initiatives developed in the office disappear.
 - Victoria asked if there are unmet needs emerging where faculty development could support in the future.
 - Jessie has always been uncertain about overlap with the Office of Faculty Development, Faculty Development Council and the Office of Inclusion, Diversity and Equal Opportunity.
 - Diana thought that having a separate Faculty Development Office signals the importance of this activity to faculty across the University.

The meeting concluded at 11:30am.