

# Deans & Chairs Meeting

FALL 2019

# Overview

- Update on COACHE survey responses
- APLU/NSF project on enhancing faculty diversity
- Academic Honor Policy Violations
- Improving how we evaluate TEACHING
- Leadership development opportunities
- Transition from 2<sup>nd</sup>/4<sup>th</sup> to 3<sup>rd</sup> year tenure reviews

Response to COACHE  
Results

## Associate Professors

Met with associate professors to learn more about their issues

Chairs/Associate Deans September meeting focused on faculty mentoring

Deans Committee on Mentoring & Leadership (survey, best practices)

Increased mentoring/development activities this year

# MENTORING 101:

How to Get What You Need  
to Thrive in The Academy

- Do you have a reliable and strong network of mentors?
- Are you struggling to cultivate mentoring relationships?
- Do you know the difference between a mentor and a sponsor?
- Are you moving to a new stage of your career and wondering how to find new mentors and sponsors that are appropriate to the next level?

FRIDAY, NOVEMBER 22, 2019  
12:30 PM - 3:30 PM  
TURNBULL BUILDING, RM. 208

Facilitated by:  
Joy Gaston Gayles, PhD  
Professor,  
North Carolina State  
University

Traditional ideas about mentoring often leave individuals feeling that something is missing in their professional development. In this workshop, we challenge the conventional wisdom about mentoring and present a new framework to help you re-imagine how mentoring works. All participants will map their current mentoring network, identify the pressing areas of need that are not being met, and create a plan to expand their existing mentoring network.

# Other Upcoming Events



Path to Full Panel Discussion  
October 24, 1:30 to 3:00



Strategic Sabbaticals  
November 15, 10:30 to Noon



Visit by “The Conversation”  
November 28 & 29

## Response to COACHE Results

# Interdisciplinary Work

Clarify how ID work is evaluated and rewarded (P&T; Merit) in bylaws

Increased both the number of ID programs and student enrollments

## Office of Research

- survey on perceived barriers

- support for ID proposals

- promoting ID collaborations



**ASPIRE**

THE NATIONAL ALLIANCE FOR  
INCLUSIVE & DIVERSE STEM FACULTY



*Aspire seeks to increase underrepresented student success in STEM by aligning the professional development, recruitment, and retention of diverse and inclusive faculty.*

**INSTITUTIONAL CONTEXT** (location, culture, climate, institutional commitment to diversity, institutional commitment to assessment and data informed practice, senior administrators and trustees)

### **RECRUITMENT**

(bringing new faculty to the institution)

#### **OUTREACH**

(long term efforts to build pool)

#### **HIRING**

(process, selection, and short term pool development)

#### **YIELD**

(getting applicants to accept offers)

### **TRANSITION**

(fostering smooth and welcoming entry into the institution and campus community)

### **RETENTION**

(keeping faculty at the institution)

#### **PROFESSIONAL DEVELOPMENT**

(building skill and professional development in teaching, service, and research)

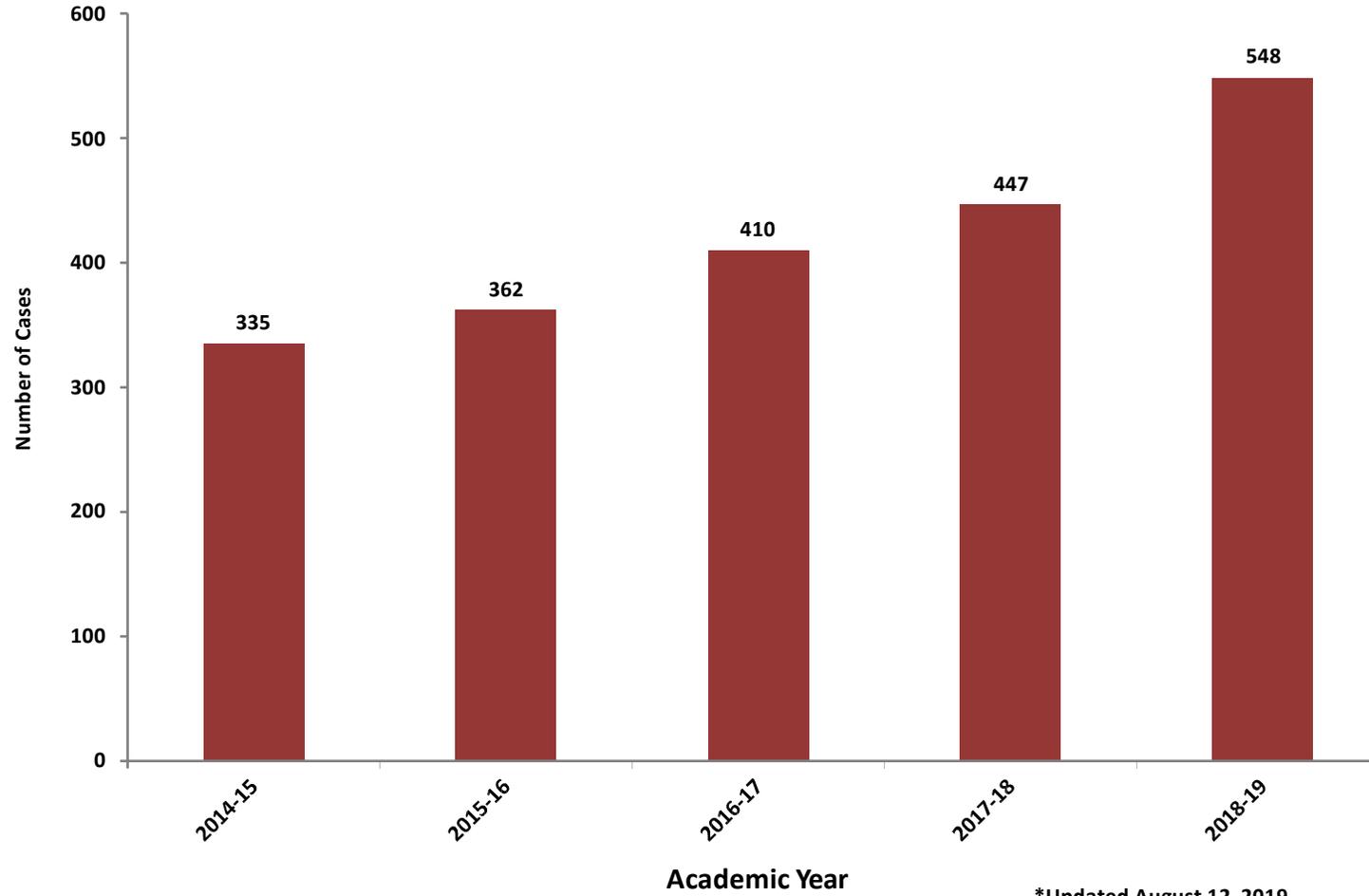
#### **ADVANCEMENT**

(promoting successful navigation of promotion and tenure policies and processes)

#### **SATISFACTION AND SUPPORT**

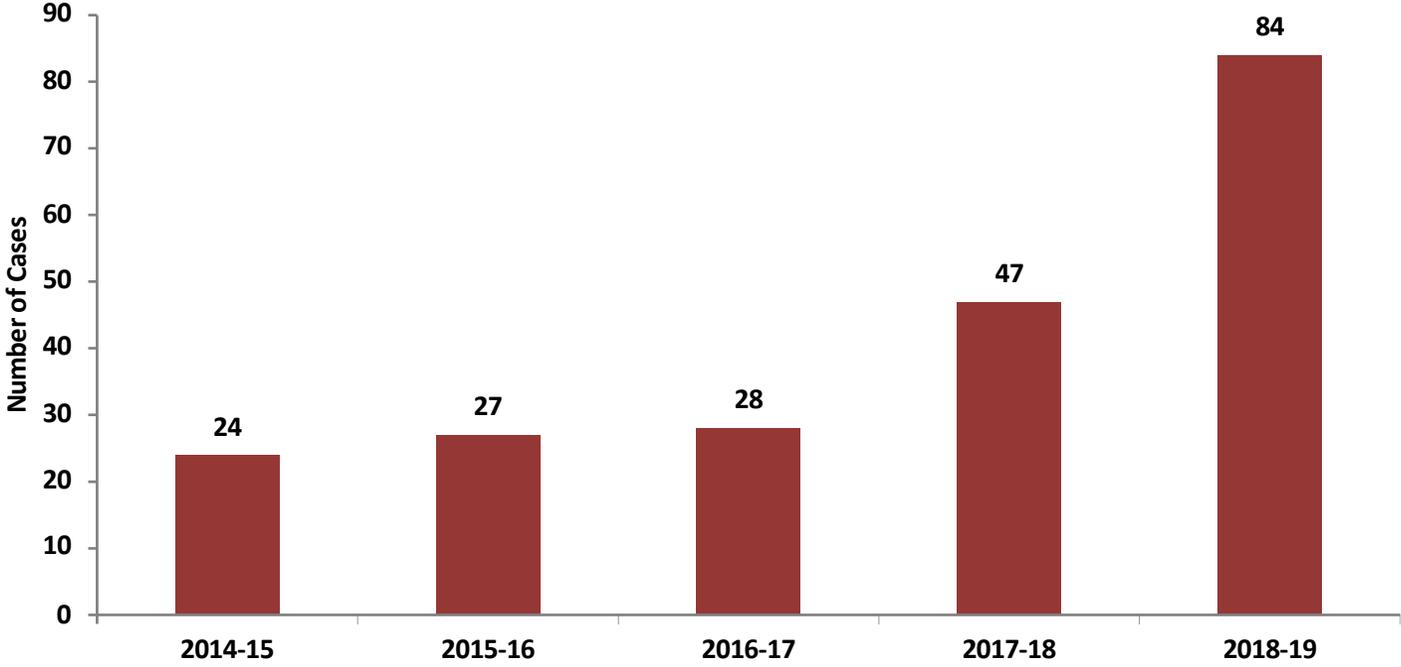
(addressing sense of belonging and community, work-life balance, and satisfaction)

## Academic Honor Policy Violations by Academic Year



\*Updated August 12, 2019

# Number of Step 2 Hearings



\*Through August 12, 2019

# Assessing Teaching Effectiveness

- Just getting started – will report back in Spring
- Who's involved?
  - Faculty Senate committee focusing on measure of student evaluations;
  - Separate Faculty committee (chaired by Leslie Richardson & me) is looking at a variety of ways to improve upon how we evaluate teaching
  - ACC-ALN Cross-Institutional Project on Teaching Evaluations (3 FSU faculty members are on it and collaborating with the other committees)

# Leadership Development Programs

- FSU Leadership Development Group
- FSU Emerging Leaders Group
- ACC-Academic Leaders Network
- Aspire Leadership Academy
- Institute for Academic Leadership

# Transition from 2<sup>nd</sup>/4<sup>th</sup> to 3<sup>rd</sup> Year Tenure Reviews

- Hired before 7/1/19?
  - Not yet had a 2<sup>nd</sup>-year review? Get to choose: 2<sup>nd</sup>/4<sup>th</sup> year reviews OR 3<sup>rd</sup> year review
  - Already had 2<sup>nd</sup> year review, shall have a 4<sup>th</sup> year review
- Hired after 7/1/19? Tenure review in 3<sup>rd</sup> year
- What if hired with tenure “credit”? Credited years count in the timing of review – but may have a mutually agreed upon (candidate & supervisor) alternative schedule