Faculty Development & Advancement

DEANS & CHAIRS MEETING

SPRING 2022
OVERVIEW

• Promotions and Tenure
• Teaching Awards
• COACHE: Update on Dissemination of Findings
• CONNECTIONS
• Faculty Fellows
• Faculty Leadership Programs
• Instructor Credentials System
2021-22 P&T Awards

- 33 promoted to Associate Professor
- 19 promoted to Full Professor
- 38 awarded Tenure
- 50 promoted to SF Level II
- 36 promoted to SF Level III
Teaching Awards

- Foundational Course Excellence
- Teaching in the Major (undergraduate)
- Outstanding Graduate Teaching
- Community Engaged Teaching
- Inclusive Teaching & Mentoring
- Innovation in Teaching
- Excellence in Online Teaching
- Outstanding Undergraduate Advising
COACHE Update

• Administered in Spring, 2021 – response rate of 46% (higher than cohort & select peers)
• 22 of 25 Benchmarks in top 1/3 of cohort, top 2 among peers
• Exceeded ratings from 2018 on 24 of 25 Benchmarks
• Improvements across subgroups of faculty (e.g., Associate Professors, FOC)

Next Steps

  Presentations to faculty and university leaders
  Soliciting feedback about ways to improve
  Development of action plans
Faculty Job Satisfaction Survey Highlights

#1 AMONG PEER INSTITUTIONS FOR FACULTY SATISFACTION WITH:

- Leadership at all levels
- Appreciation & recognition
- All aspects of governance

81%* Report overall satisfaction with FSU as a place to work

BEST ASPECT of FSU is the quality and support of colleagues

94%* Recommend their department to others

STRENGTHS FOR FACULTY:

- 81%* See colleagues and leaders as committed to diversity & inclusion
- 81%* View departments as collegial places to work
- 86%* Satisfaction with clarity of tenure processes and policies
- 88%* Satisfaction with their health benefits

FACULTY-IDENTIFIED AREAS FOR GROWTH:

- Mentoring Faculty Across Career Stages
- Faculty Equity, Diversity, and Inclusion
- Interdisciplinary Work & Collaboration
- Clarity/Support Around Promotions
- Departmental Quality and Engagement
- Family Policies and Retirement Benefits
Mentoring Faculty Across Career Stages

(Faculty Fellows Boutin, Jenkins, Daniels, Carr & OFDA Staff Wright-Cleveland, Jeon)

- Focused report on results of the Mentoring Benchmark
- Links to currently available FSU mentoring programs & resources
- Town hall style meeting with faculty (later this month)
- Action Plans (coming this summer)
- NEXT UP – focused reports, discussions, action plans on:
  - Faculty Equity, Diversity & Inclusion
  - Interdisciplinary Work & Collaboration
CONNECTIONS: A Mentoring Program for Faculty of Color

- Created and led by Professors Tamara Bertrand Jones & Rhea Lathan
- Mentoring network for faculty who identify as being of color
- Offers professional development opportunities, faculty support
- Returning to in-person meetings this year
- Hosting a kick-off reception and listening session later this month
Faculty Leadership Development Programs

- LDP & ELP (created and offered by Norman Anderson, since 2017)
  - LDP – for chairs & associate directors
  - ELP - those not yet in major leadership roles (currently soliciting nominations)
- ACC – Academic Leaders Network (since 2018)
  - Cohort 1: Mike Brady, Cassandra Cole, Laurel Fulkerson, Aline Kalbian, Steve McDowell
  - Cohort 2: Tim Logan, Deana Rohlinger, Craig Stanley, Jeanette Taylor, Jay Terry
  - Cohort 3: Anjali Austin, Jeff Brown, Michelle Kazmer, Nicole Patton-Terry, Patricia Warren
Instructor Credentials System

- Know this has been an uphill battle
- Beginning to crest the hill:
  - ~3500 approved instructor profiles
  - System full of verified and reportable data, including alternative credentials
  - Many gaps in evidence filled
  - Only new hires need be entered after current instructors are complete
- Thanks for the hard work you and your staff have done to help FSU document the quality of its faculty and other instructors!