

# Faculty Development & Advancement

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DEANS & CHAIRS MEETING

SPRING 2022

# OVERVIEW

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- 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

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- 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

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- 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

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- 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:



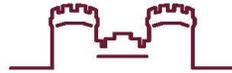
LEADERSHIP  
AT ALL LEVELS



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

\* Exceeds Peer Institutions

STRENGTHS FOR FACULTY:



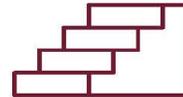
**81%\***

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)

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- 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

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- 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

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- 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

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- 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!**