

Faculty Development January Minutes

Thursday, January 30, 2014

11AM -12PM

In attendance: Marianne Prout, Janice Weinberg, Lora Sabin, Emily Rothman (phone)

1. Minutes from the last meeting
 - Approved
2. Membership
 - Marianne will put out a general posting about FD membership.
 - An email to the Chairs or an Insider pitch might be helpful.
 - Target someone in a department that is not represented (EH, HPM) and those who are more junior. Marianne will speak with Bobbie for someone with EH and Vicky for someone with HPM.
 - FDC is now listed as a standing committee on Bob Meenan's revised org chart.
3. Faculty Exit Survey Shelved – Review of meeting with Dean
 - Dean Meenan wants the concept of a Faculty Exit Survey shelved.
 - The Faculty Exit Survey has not been done in the past.
 - The two options are to push back or hold off on the Faculty Exit Survey until the new Dean steps in.
 - Marianne met with Tom Dauria and Gerry Coffman to identify procedures that will manage the data and keep it anonymous so all of the logistics have been worked out.
 - It might be good to raise this as a joint FS and FDC issue.
4. Draft of response to Junior Faculty Report and discussion with Faculty Senate Chairs
 - The junior faculty had decided to survey other junior faculty to report their specific needs that are not being met by the school. Mentoring, protected time, and pilot grants were the main issues.
 - Marianne met with Pat O'Brien to talk about the variation in junior faculty packages.
 - It is difficult to interpret the junior faculty survey when there is so much variability.
 - There are currently two open positions for unmodified assistant professors in Emily's department and this might be a challenge to department Chairs to have variability among junior faculty.
 - There have been some modified faculty who do not have a doctorate degree.
 - Clinical or research faculty have contracts rather than rolling appointments.

- Marianne met with Chris Gill and Les Boden (co-chair and chair of faculty senate) and discussed the programs that have been started for early career faculty and how they corresponded to the issues junior faculty were raising.
- Pilot grants have been increased in number and dollar amount. Concerns about finding out about grants that are available should be addressed by faculty use of pivot and signing up for selected notifications. Faculty development funds are now available to all faculty and early career faculty should review their plans for use of these funds with their chairs.
- Communication of available programs appears to be a problem. The most effective way might be to bring it to them at their faculty meetings. Marianne can emphasize the programs and opportunities to the Faculty Senate which would get filtered back to the departments.
- Neither the chair nor co-chair of the Faculty senate had heard of the AFA program nor knew there was a FD website.
- The mentoring tree is getting carved up with the different tracks that are forming. School-wide initiatives to create mentoring pairs could be problematic because mentoring relationships depend on chemistry. Formal mentoring programs do not recommend that early career faculty be mentored by someone with supervisory role over them or even in their own department but this recommendation creates dilemmas for Chairs, who have no control over faculty outside their departments. The junior faculty could select a mentor that fits with them and the department/school could provide some type of compensation for this to show that we value mentoring with the assumptions that the school will benefit in the long run and that salary coverage will motivate mentors.
- Individual faculty could choose a mentor and if that mentor agrees then their chair could approve the small salary coverage of 3-4 days per year from a non-departmental school-wide pool of dollars. For the new faculty members, there could be a meeting to coach them on how to find a mentor.

5. FDA report discussion

- Marianne sent out the edited FDA report again and considers it approved by the FDC and will be sent to Dean Meenan.