MENTORING FACULTY FOR SUCCESS

BAG LUNCH FOR DEPARTMENT CHAIRS

FEBRUARY 13, 2019

UCDAVIS
ACADEMIC AFFAIRS

AGENDA

- Introductions
- Panel presentations
- Questions and discussion (scenarios as needed)
- Resources and tools

INTRODUCTIONS

PRESENTERS

Susan Kauzlarich

Distinguished Professor and Former Chair, Dept. of Chemistry

John Scott

Professor and Former Chair, Dept. of Political Science

Erik Wisner

Professor and Former Chair, Dept. of Surgical & Radiological Sciences

PANEL PRESENTATIONS

QUESTIONS AND DISCUSSION

SCENARIOS

Professor Schmidt is a new, enthusiastic Assistant Professor in your department. Prof. Schmidt is very new to teaching, and you know they have been spending way too much time prepping for every class session. Unfortunately, despite all the prep time, they've been getting negative teaching reviews.

What are your concerns?

As Chair, what could/would/should you do?

You have heard from three of Professor Herrera's graduate students that Prof. Herrera frequently cancels their meetings and is very slow to provide feedback on their work. One student also told you that Prof. Herrera often yells at students and treats them rudely. Professor Herrera has been in the department for about 4 years.

What are your concerns?

As Chair, what could/would/should you do?

Professor Smith is a senior member of your department, and they seem stuck. They are still reasonably productive, but they've clearly slowed down and just don't seem to be very interested in their work anymore. Professor Smith has noticeably pulled back from department life, and other faculty have made comments about this to you.

What concerns do you have?

As Chair, what could/would/should you do?

RESOURCES AND TOOLS

RECRUITING AND LAUNCHING NEW FACULTY MEMBERS (a Reminder)

EXCERPTED SLIDES FROM VP PHIL KASS' PRESENTATION DURING THE TWO-DAY WORKSHOP FOR NEW CHAIRS

Getting a new Assistant Professor started

- Be very present during the settling-in
  - Visit the new office and/or lab space prior to the move – make sure it's ready for the move; if it isn't, establish alternate setting
  - Check on status of home hunt, settling in; maybe a dinner invitation with peers at your home
- Facilitate mentoring and networking interactions
  - Department member advocate / outside contacts
  - Use the campus membership in the National Center for Faculty Development and Diversity; consider funding enrollment in the SUCCESS program ($3250)
  - UC Davis ADVANCE LAUNCH program for pre-tenure hires in STEM
- Explain expected standards, and the schedule of reviews, appraisal, tenure (including the clock extension option)… develop a Plan for Progress together
- For the first teaching experience, consider pairing with a more seasoned instructor
- Check in frequently, encourage outside-of-department networking
- Remember, non-majority faculty are more likely to feel like outsiders

Department of Population Health and Reproduction

Mentoring Plan

UC Davis School of Veterinary Medicine

Faculty member being mentored:

Current rank and step:

Attendees:

Meeting called by:

Date of Meeting:

Research

Focus:	
Peer-reviews publications since last meeting:	Grants since last meeting:
Strengths and successes:	
Weaknesses and/or areas for improvement:	
Opportunities for growth:	
Action items:	Deadline:

Teaching

Major responsibilities:	
Quality of teaching evaluations:	Annual instructional contact hours:
Graduate student mentoring:	
Weaknesses and/or areas for improvement:	
Action items:	Deadline:

Professional competence and service

Focus:	
Notable presentations at meetings:	Reviewing activities:
Recognitions:	
Weaknesses and/or areas for improvement:	
Opportunities for growth:	
Action items:	Deadline:

University and public service

Major School responsibilities:	
Major University responsibilities	
Weaknesses and/or areas for improvement:	
Action items:	Deadline:

Getting a new tenured professor started

- Visit the new office and/or lab space
- Check on status of house hunt, etc.
- Mentoring is still important for Associate Professors
  - Talk about schedule of merit reviews, *and expectations for the next promotion*
  - Associate Professors, especially, can struggle with service load, lack of mentoring, and expectations for promotion to Full Professor
    - Membership in the National Center for Faculty Development and Diversity– a national mentoring network-- Consider sponsoring for NCFDD Faculty Success program
    - UC Davis Associate Professor Network (Academic Affairs)
    - Associate Professor Brown Bags
- Full Professors-- consider mentoring for leadership positions
  - Use their experience to identify better practices from prior institutions
  - Explain high-level merit expectations (P6, Above Scale)!

Boosting the trajectory towards excellence

- Monitor the faculty member's progress– grants, publications or other creative works, teaching issues, service
  - Encourage faculty to curate an online academic profile– e.g. *Google Scholar Citations, Research Gate*
  - Funding issues– consider a pre-review set of faculty advisors
  - Make sure that service load is not limiting other activities
    - Volunteer to be the "bad guy" for junior faculty
    - Be cognizant of and document the greater service and mentoring pressures experienced by women and underrepresented minorities
  - Teaching issues– Center for Educational Excellence has superb programming!
- Be proactive in nominating deserving faculty for awards and honors
- Gather data that will make the case for Step Plus advancements > 1.0 steps

ADDITIONAL RESOURCES AND TOOLS

- **Department of Surgical and Radiological Sciences Faculty Mentoring Guide**
- **mini-LAUNCH Mentoring Program Overview**

  Human Development and Family Studies, Dept of Human Ecology

  (Based on LAUNCH Committee model developed by UC Davis ADVANCE Program)
- **LAUNCH Committee Questions**
- **Helpful websites for mentees handout**
- **Article – *Inside Higher Ed***

- **OTHERS??**

THANK YOU!