• Introduction – Matt Kinservik, Vice Provost for Faculty Affairs
• PI Development Opportunities – Eric Wommack, Senior Associate Vice President for Research
• Development & Alumni Relations – Chadeia Buycks, Senior Associate Director of Development Relations
• UD ACHIEVE Program – Jennifer Saylor, Associate Professor, School of Nursing
• UD ADVANCE Institute – Robin Andreasen, Professor, Linguistics and Cognitive Science
• Faculty Workload Project Introduction – Dana Veron, Associate Provost for Faculty Success
• Equity in Faculty Workload – Corrie Fountain, Associate Provost for Faculty Affairs, Georgia State University
Agency 101 Series

- Luncheon presentation reviews the funding mechanisms and programs within each agency
- NIH 101 (recording available)
- NSF 101: October 26, 12:00-1:30 Registration
- DOE 101: Late November
- USDA 101: Early December
- Planning for Spring ‘24 workshops focusing on sponsored research programs in the Social Science, Humanities and Arts
Broader Impacts Workshop
November 7, 2023

- Co-sponsored by Research Office and Community Engagement Initiative
- In-person workshop
- Topics include an overview of Broader Impacts, cultivating BI partnerships and effectively evaluating BI activities
- Presented by ARIS (Advancing Research in Society)
- 2021 Virtual Workshop Recording
- Registration is live
NIH Proposal Academy

- Funded by Research Office, INBRE & CTR
- Program runs January – June
- Academy Leadership: Co-chairs, external consultant, UD Research Office
  - Dawn Elliott
  - Freda Patterson
  - Martha Fedor (Scripps)
- Participants matched with a science mentor
- Topical group meetings
- Grant editing and graphics assistance
- Internal mock review of draft proposal
APPLICATION

● Application is open now
● Deadline - November 10, 2023
● Application Components:
  ○ Research Abstract
  ○ Alignment to NIH
  ○ CV
  ○ Current and Pending support list
  ○ Biosketch (optional)
NSF CAREER Academy

- Funded solely by the Research Office
- Program runs December – July
- Academy Leadership: Co-chairs & UD Research Office
  - Angelia Seyfferth
  - Zhihao Zhuang
- Participants matched with a science mentor
- Topical group meetings
- Grant editing and graphics assistance
- Internal mock review of draft proposal
- Application opening soon - deadline 11/21
Grant Writing Workshop

- Biennial workshop (next one in June 2025)
- Co-sponsored by the Research Office and all colleges
- Also open to post-docs and some senior PhD students (thanks to the Grad College)
- Full-day, in-person workshop
- Presented by Grant Writers’ Seminars & Workshop
Responsible Conduct of Research Conference

- Held annually (next conference January 2024)
- Hybrid online and in-person format
- Federally mandated requirement for many agencies
Past Training Opportunities

- UD Research Orientation - Sept 2023 (held annually)
- Virtual Workshops (topics include: Core facilities, grants facilitation, foundation funding opportunities, seed grant overviews and more)
- **Recordings available**
Development and Alumni Relations

Chadeia Buycks,
Senior Associate Director of Development Relations
UD ACHIEVE PROGRAM
(Formerly known as UD Faculty Achievement Program - UDFAP)

Jennifer Saylor, PhD, APRN, ACNS-BC
UD ACHIEVE
Open to ALL faculty at any rank or academic track
Group dedicated to supporting faculty achievement:

• **Building peer mentoring networks** and pathways for career development

• **Fostering supportive communities** for faculty to achieve excellence while maintaining work-life balance

• **Assisting with scholarly writing**
UD ACHIEVE Programs

Small Group Mentoring
semester-long, weekly meetings with peer mentors

Write-on-Site
weekly writing/co-work sessions with peers

Work-life Balance
semester and weekly planning sessions

Promotion & Appraisal
semester-long courses with monthly meetings and peer reviews

Institutional Membership to National Center for Faculty Development & Diversity (NCFDD)
Questions or program ideas? Contact ACHIEVE at facultyachievement@udel.edu
UD ADVANCE Institute

Robin Andreasen, Co-Director, UD ADVANCE Institute
Professor, Linguistics & Cognitive Science
robina@udel.edu
What is the UD ADVANCE Institute?

• Currently funded by the provost’s office.
• Focus is on faculty diversity and excellence.
• **Core Work**: Development and dissemination of research-based initiatives surrounding faculty development, diversity, and positive departmental climates.
• Programs and initiatives are for all faculty.
What We Do: Some Examples

Data-Driven Research
• Faculty surveys
• Faculty satisfaction interviews
• Research briefs on faculty demographics, hiring patterns and advancement

Policies & Procedures (P&P)
• Family friendly policies
• Formal faculty mentoring
• Temporary Covid-19 policies
• Use of student evaluations of teaching

Faculty Recruitment
• Search committee training

Faculty Retention & Advancement
• Training for faculty review committees
• Themed networking events
• Resources to support formal faculty mentoring

Leadership Support
• Workshops & resources for chairs and other administrators
UD ADVANCE Programming Highlights

Faculty Recruitment Workshops:
• Ongoing Fall 2023

Promotion & Tenure Sessions
• 11/15/23: Strategic Approaches to P&T 1
• 2/14/2024: Navigating Faculty Evaluation
• 3/6/2024: Strategic Approaches to P&T 2
• 3/11/2024: Advancing to Full Professor

Training for P&T Committees:
• Ongoing, Spring 2024

For Department Chairs. Conducting Effective Faculty Evaluation
• Ongoing, Spring 2024

Information & Registration:
- visit sites.udel.edu/advance
- or scan QR code.
Thank You!

Contact Us: ud-advance@udel.edu

Visit our website: sites.udel.edu/advance

Join our mailing list:
Faculty Workload Pilot Project

Matt Kinservik, Dana Veron
COACHE Report

UD COACHE Report
• faculty identified *high levels of service* and *inequity in service workload assignment* as areas of concern particularly for women and for faculty of color.
• respondents also identified the *time spent on administrative tasks*, some of which may be sludge, and the *lack of recognition for service work* as problematic.

Survey of Literature (ACE 2021)
• Women spend more time teaching than men
• Women spend less time on research than men
• Faculty from historically underrepresented groups spend more time on mentoring and diversity-work than white faculty
• Women are asked more often to engage in less promotable or career-advancing tasks
Why evaluate workload distribution and allocation?

Raise awareness/recognition ✧ improve equity ✧ enhance faculty success

- enhance transparency around activities that faculty contribute to,
- clarify department priorities and benchmarks,
- give credit to faculty for their contributions,
- recognize the variety of faculty strengths and interests,
- identify department norms, dispel myths and,
- provide context and accountability mechanisms for faculty workloads.
Workload Dashboards

- Easy-to-read display of faculty work across activities
- Simple data visual
- Varying levels of transparency
- Various display strategies
  - Benchmarking
  - Differentiating effort
  - Make Invisible Visible
  - Assigning Credit
  - Seeing Whole Picture

- Utilizes pre-existing data sources
  - Teaching
    - Class level, size, type, modality
    - Course preps, buyouts
    - *Number of credit hours
  - Research
    - Articles, books, proposals submitted, grants, students, performances,
  - Service
    - Low/med/high commitments
    - Number of committees
    - Leadership positions
  - Workload policies

UMD ADVANCE Faculty Workload and Reward project
https://facultyworkloadandrewardsproject.umd.edu/
Dr. Corrie Fountain
Associate Provost for Faculty Affairs
Georgia State University

Equity Minded Faculty Workloads