Fall Chairs Workshop

23 October 2023

UNIVERSITY OF DELAWARE

Agenda

- 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*

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PI Education

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RESEARCH OFFICE

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)

APPLY HERE

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

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UD ACHIEVE PROGRAM

(Formerly known as UD Faculty Achievement Program- UDFAP)

Jennifer Saylor, PhD, APRN, ACNS-BC

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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

Connecting resources & people

Institutional Membership to National Center for Faculty Development & Diversity (NCFDD)

UD ACHIEVE Team

Director

Jennifer Saylor
School of Nursing

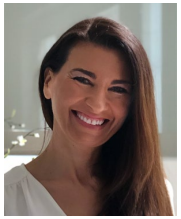
Associate Director

Maria Purciello
School of Music

Questions or program ideas?
Contact ACHIEVE at
facultyachievement@udel.edu

Fellows

Adil Bentahar
English Language Institute



Julia Domínguez
Dept. of Language, Literatures, & Cultures

Lynsey Gibbons
School of Education

Jennifer Graber
School of Nursing

Carla Guerrón Montero
Women & Gender Studies

Chanele Moore
Associate in Arts Program: Wilmington

Stephanie Raible
Lerner College of Business & Economics

Sarah Trembanis
Associate in Arts Program: Dover

Jennifer Trivedi
Dept. of Anthropology

UD ADVANCE Institute

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

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What is the UD ADVANCE Institute?

- Founded by an NSF ADVANCE Institutional Transformation award (2014-2022).
- 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.

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20 years of NSF ADVANCE

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

Information & Registration:

- visit sites.udel.edu/advance

- or scan QR code.

Training for P&T Committees:

- Ongoing, Spring 2024

For Department Chairs. Conducting Effective Faculty Evaluation

- Ongoing, Spring 2024

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

University of Delaware

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

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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*

Dr. Corrie Fountain

Associate Provost for Faculty Affairs
Georgia State University

Equity Minded Faculty Workloads