

**OFFICE OF FACULTY ADVANCEMENT**

**2022 - 2023**

**YEAR AT A GLANCE**



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**2022-2023**

## YEAR AT A GLANCE

The Office of Faculty Advancement (OFA) supports Drexel faculty throughout the entire professional lifecycle. Working with partners across the University we attract, retain, and advance a diverse faculty at all ranks and support the pursuit of excellence in teaching, learning, scholarship and creative activity. The Office of Faculty Advancement supports faculty by creating an inclusive environment and providing innovative programming from orientation to onboarding, early, mid, and career faculty initiatives, leadership development, and mentoring. We also develop and implement policies that support faculty advancement.

OFA continued to provide opportunities for faculty development this year. In partnership with the Teaching and Learning Center, Faculty Advancement held a multi-day *New Faculty Orientation*. This in person and virtual orientation included interactive sessions that provided insights from Drexel faculty colleagues, reviewed experiential and engaged learning experiences at Drexel, and introduced faculty to Drexel's commitment to maintaining a culture of inclusion. We also provided resources to support research, scholarship, teaching, and learning at Drexel. To learn more about the Teaching and Learning Center initiatives, please reference their [2022-2023 Year at A Glance](#).

We continued to offer development opportunities for both faculty and department heads. Dr. Meshagae Hunte-Brown led the *Creating a Narrative of Professional Involvement (CANOPI)* program, where 42 participating faculty between the Fall 2022 and Springs 2023 cohorts were paired with 17 experienced Drexel faculty who served as mentors and provided an opportunity for faculty to reflect on past accomplishments with an eye towards future professional goals. We will offer this program again for the 23-24 AY.

This year, we returned to providing in person leadership development for Departments Heads. Partnering with Harris Sokoloff we offered monthly 90-minute facilitated conversations and trainings for Department Heads. The Workshop series, "Building and Leading Community," covered a range of topics including, Feedback: Giving and Receiving, Increasing our Effectiveness in Communication, Understanding and Working with "Difficult Conversations," Wicked Problems #1: "Building a Post-COVID Academic Community", Understanding and Addressing the Challenges of Being in the Middle, Wicked Problems #2: "Thriving in an Era of Budget Constraints," Negotiating with, and Leading, Others Using "Core Concerns," and Wicked Problems #3: "The Case of Professor Nope." Other Department Head engagement activities included the *Department Head Thank You Luncheon* held in September 2022 and a Department Head Orientation held in March 2023.

In August 2023, The Office of Faculty Advancement collaborated with the Office of the Vice Provost for Diversity, Equity and Inclusion and the Teaching and Learning Center on a retreat to develop shared values, goals, and strategy to continue our work together supporting Drexel faculty. During the retreat, we affirmed our shared mission of working with our partners to support a diverse faculty at all ranks as they pursue excellence in teaching, learning, scholarship, creative activity, and citizenship. We spent time getting to know one another a bit better and established shared values of Trust, Growth Mindset, Excellence, Relationships, and Respect that serve as the foundation for our work with one another and our partners across the university. We also identified areas for further development including the importance of connecting and communicating with key partners such as the Office of Research and Innovation and continuing to attend to our own development and growth.

A detailed description of The Office of Faculty Advancement's major accomplishments for the 2022-23 Academic Year follows.

2022-2023

## MAJOR ACCOMPLISHMENTS

### Faculty Awards

The Office of Faculty Advancement, in partnership with the Office of Research and Innovation, recognized faculty achievement through our Faculty Awards Program. This year, two new awards were created. The **Provost Award for Pedagogical Innovation** which recognizes full-time faculty at Drexel who have implemented outstanding innovations in teaching and learning and the **Provost Award for Undergraduate Teaching Impact** which recognizes full-time faculty at Drexel who have made a distinctive impact through excellence in teaching primarily at the first- or second-year undergraduate level.

The Office of Faculty Advancement managed the competitions for the following awards:

- Provost Award for Pedagogical Innovation
- Provost Award for Undergraduate Teaching Impact
- Faculty Summer Research Award
- Early, Mid, and Advanced Provost Award for Outstanding Scholarly Productivity
- Freddie Reisman Faculty Scholarly and Creative Activity Awards
- Scholarly Materials and Research Equipment Awards
- Adjunct Faculty Award for Teaching Excellence
- Allen Rothwarf Award for Teaching Excellence
- Barbara G. Hornum Award for Teaching Excellence
- Harold Myers Award for Distinguished Service
- Lindback Award for Distinguished Teaching
- Bridge Funding Support for Tenure/Tenure Track Faculty
- Outstanding Professional Advisor
- Outstanding New Advisor Award

The Office of Faculty Advancement received, reviewed, and processed **113** award applications with **45** final awards being conferred to faculty and staff that recognized outstanding achievement in teaching, scholarship and service and provided developmental support in scholarship. In partnership with the Office of Research and Innovation we provided over **\$344,568.01** in funding to faculty through this awards program. A reception was held on May 31, 2023, to celebrate the award winners.

### Faculty Lifecycle Processes

The Office of Faculty Advancement continued to support the faculty lifecycle processes with faculty receiving Tenure and Promotion, Non-tenure track promotions, Sabbaticals, Emeritus, Tenure Buyout and Phased Retirement under the Tenure Faculty Transition Plan (TFTP), and non-Covid related pre-tenure extensions.

- **5 faculty members** elected into the **Tenured Faculty Transition Plan**
- **37 faculty members** received **Tenure and Promotion, Tenure, and Promotion**
- **25 Non-tenure Track faculty** received **promotions**
- **16 retiring faculty** were awarded **Emeritus**
- **23 faculty** were awarded **Sabbaticals**
- **5 faculty** received **Pre-tenure Extensions**
- **109 new faculty members** were hired for the 2022-23 AY

## Sabbatical Leave Update

The Office of Faculty Advancement, the Office of the Provost and Faculty Senate updated the Sabbatical Leave Policy. The revised policy requires Deans and the Sabbatical Leave Committee to provide more detailed feedback to candidates. Both Deans and the Sabbatical Leave Committee will now place proposals for recommendation to the Provost into three categories.

## Faculty Annual Review

The Office of Faculty Advancement in coordination with Human Resources has continued using Career Pathway for the Faculty Annual Review process. The most notable change to the process this year is a new overall rating section, in which department heads are asked to submit an overall rating of 1-5. In August and September of 2023, Faculty Advancement in partnership with Human Resources will be providing information sessions for Deans and Department Heads focusing on the importance of review process to Drexel, schools/colleges, and individuals, best practices for conducting reviews, and tips for managing the review process in Career Pathway.

## National Center for Faculty Development & Diversity

In 2021, the Office of Faculty Advancement brokered a partnership with The National Center for Faculty Development & Diversity (NCFDD). NCFDD is an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students. As NCFDD members, Drexel faculty receive a weekly motivational email and access to the complete NCFDD Core Curriculum, guest expert webinars, intensive multi-week courses facilitated by national experts, a private discussion forum, monthly writing challenges, and the opportunity to connect with a writing accountability partner. Currently **577 faculty have activated their memberships** with **704 active sessions** ongoing and continues to grow monthly. Faculty can register using the link below.

[REGISTER](#)

## Appointment of Interim Associate Vice Provost for Faculty Advancement

Caroline Schauer, PhD, was appointed Interim Associate Vice Provost for Faculty Advancement, effective January 1, 2023. In this role, she works collaboratively with colleagues in the Office of Faculty Advancement and stakeholders across campuses and units to manage faculty lifecycle processes, support our faculty's continued growth and development, and advance critical policy development and infrastructure.

Dr. Schauer began her work by initiating a listening tour of all Associate Deans, Faculty Affairs (ADFA). Questions that guided the conversations included: what are they proud of in their role? and what could the OFA help with? Professor Schauer has reinstated the bimonthly ADFA meetings with topics spanning faculty mentoring programs to create a culture of awards at their respective Schools and Colleges. With Remy Van Wyk, Manager, Faculty Lifecycle, Office of Faculty Advancement, they prepared **20 tenure and tenure/promotion candidates** and **17 promotion candidates** for the Provost and presented them to the Board of Trustees-Academic Affairs Committee.

## Policy Work

The Office of Faculty Advancement in partnership with the Office of the Provost has worked to decommission outdated and underused policies and revise policies and place them in new policy formats. We have also worked on developing policies, including a new NTT policy, Faculty Professional Leave of Absence, Visiting Faculty, and Distinguished Professor to name a few.

## Funded Initiatives

The Senior Vice Provost has participated in three funded initiatives that are critical to recruiting, developing and retaining an excellent diverse faculty.

### [First Grant](#)

In 2021, Drexel University's Dornsife School of Public Health (DSPH) and the College of Nursing and Health Professions (CNHP) [received a 5-year \\$14.4 million NIH grant to focus on health disparities research](#) on population health and intervention science in aging, chronic disease, and environmental determinants.

The NIH-funded **[Drexel FIRST \(Faculty Institutional Recruitment for Sustainable Transformation\)](#) program** aims to create sustainable institutional changes necessary to promote inclusive excellence for all and contribute to the science of health disparities that have an impact on individuals, communities, and populations.

OFA has been active in this funded effort supporting the development and delivery of mentoring and professional development for FIRST Faculty. In her role leading the Office of Faculty Advancement, Professor Horvat is a Co-Investigator on the grant and is a member of the Executive Committee, the Professional Development Committee, and the Sponsorship Committee.

### [NSF Advance Grant: Let's Talk Money](#)

Drexel University is a partner institution on the [Let's Talk Money NSF Advance Grant](#) led by Rochester Institute of Technology. This multi-institutional effort is aimed at building understanding of compensation systems and improving conversations around salary with the goal of significantly expanding knowledge of best practices for faculty compensation. Faculty Advancement has partnered with Dean Sharon Walker as a Co-PI on this grant to lead this institutional work.

### [NSF Advance Grant: Catalyzing STEM Gender Equity at Drexel: Building a Foundation for Systemic Transformation](#)

Sharon Walker (PI) and Dean of the College of Engineering and Co-PIs Leslie McClure, Kristy Kelly, Maria Schultheis lead this effort aimed at better understanding barriers to promotion Full Professor faced by women at Drexel University. There are three main objectives for the current study: 1) understand expectations for promotion to Full for STEM faculty; 2) consider existing policies and guidelines that inform promotion to Full; and 3) understand underrepresented and marginalized faculty experiences of promotion. Findings are being used to develop a 5-year strategic plan to institutionalize our recommendations. We aim for these recommendations to strengthen the pathway for women from diverse groups to be promoted to full professor from the rank of associate professor, with a goal of a more inclusive leadership at Drexel University. We also seek to utilize our findings to shed light on the inequalities between the developmental support and resources for faculty promotion, as well as guidance provided to both tenure-track and non-tenure track professors, for the purposes of increasing the likelihood of better career advancement outcomes. The Office of Faculty Advancement has partnered in this work and is looking forward to seeking further funding and removing barriers for women to achieve promotion to Full Professor.

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