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RU-New Brunswick Faculty Affairs Update

Friday Sept 16, 2022

Laura Curran, Vice Provost for Faculty Affairs

Agenda

- Introduction
- Background: COACHE Spring 2019 Working Group recommendations
- Current Structure
- Faculty Development– Updates
- Q&A

COACHE summary: Faculty Development & Mentoring Satisfaction

Areas of Satisfaction:

71% of faculty are satisfied with their department as a place to work.



85% find that being a mentor is fulfilling.

58% believe the mentoring in their department is effective.



More than **60%** of faculty are satisfied with the mentoring of pre-tenure faculty in their department.

82%

of faculty believe that mentoring within the department is important.

Areas for Improvement:

1 in 5 faculty members is satisfied with the mentoring of tenured associate professors within their department.



Overall, tenured faculty are less satisfied with mentoring than pre-tenure faculty.



24% of faculty are satisfied with the mentoring of non-tenure track faculty in their department.

35% of faculty are satisfied with faculty support in leadership positions.



32% of faculty are satisfied with the availability of leadership development opportunities at Rutgers.



37% of faculty believe participating in professional development opportunities offered by Rutgers has been valuable to their career.

COACHE Working Group – Faculty Development & Mentoring

Recommendations in 3 categories

- Leadership and infrastructure
- Faculty development supports
- Mentoring supports

Leadership and infrastructure

Mission: **The Office of Faculty Affairs** supports the Chancellor-Provost and provides leadership in all areas related to faculty, recruitment, mentoring, retention, and success at RU-New Brunswick

Leadership

- Sr. Vice Provost of Academic and Faculty Affairs, Sandra Tomlinson-Clarke
- Vice Provost for Faculty Affairs, Laura Curran

Leadership and infrastructure

- Faculty Development Council (advisory to VPFA)
- Department leaders/chairs group for communication/advisory to VP AND to support faculty development locally
- Provost Leadership Fellows Program for Faculty Advancement
- Leadership groups collectively assess needs; exchange best practices internally-across units; investigate best and novel practices at peer institutions; engage external support.



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Center for Faculty Success

Sponsored by the Office of the Chancellor-Provost, the Center for Faculty Success promotes faculty success, leadership, and excellence through a variety of inclusive professional development supports. The Center works in conjunction with campus, university, and external partners to support the growth and well-being of faculty throughout all stages of their careers.

Department Leaders: Supporting Faculty Success

New Chairs Orientation

September 23, 2022 9:00 am - 1:00 pm

Supporting Faculty Success

December 2, 2022 9:00 - 11:30 am

Faculty development researcher [Laura Gail Lunsford](#) will facilitate a workshop addressing best practices and strategies for supporting faculty success.

Engaging in Difficult Conversations: Concepts and Strategies

February 16, 2023 9:00 - 11:00 am

Rutgers-New Brunswick Associate Professor Project

Mid-Career Workshop

December 2, 2022 9:00 am - 12:00 pm

Faculty development researcher [Vicki Baker](#) will facilitate a workshop addressing the specific challenges of mid-career faculty and ongoing strategies for mid-career success.

Thriving as an Associate Professor: Advancing on Your Path Towards Full

March 22, 2023 9:00 - 11:30 am

Supporting NTT Faculty

Thriving as a Non-Tenure Track Faculty Member

March 3, 2023 9:00 - 11:30 am

Panel discussion of non-tenure line faculty to discuss successful strategies for thriving and advancing your career at Rutgers-NB.

Faculty Success Community Groups

A facilitated group of a small number of faculty who will meet once a week for ten weeks, FSC will help you: map out your research and writing goals; construct realistic weekly plans for getting things done; discuss ways to overcome challenges to productivity; celebrate successes; and support one another.

When: Every Friday from Oct 7 – Dec 9, 9:00 - 10:00 am; no meeting Nov. 25

Where: Zoom

Additional Initiatives

Extended Orientation for New Faculty

- Research & Innovations at Rutgers: Grant Success
November 4, 2022 11:00 am - 1:00 pm
- Reappointment, Promotion and Tenure
February 3, 2023 11:00 am - 1:00 pm

Later Career Project (Fellows)

Additional NTT Support Development (Fellows)

Mentoring Training/Coaching: Under consideration

COACHE SURVEY 2022

Thoughts & Questions?

