

COMMITTEE ON CAREER ADVISING
Annual Report, 2014-15

To: Academic Senate, Santa Cruz Division

The Committee on Career Advising (CCA) was reconvened for a full committee schedule in 2014-15, having last convened in 2006-07. The committee was reconstituted to enhance the likelihood of faculty promotion and retention. As a key component of this goal, the committee focused on mentorship practices on the campus, intent on enhancing both the mentorship for faculty internal and external to the departmental structure. One component of CCA's work was collaboration on the establishment of a faculty mentoring program that we believe will be very beneficial to UCSC faculty. An important goal of the committee is to build a positive culture of mentorship on our campus, and we believe that starting with formal mentorship for newly hired faculty is a good foundation on which to build this. Providing newly hired faculty with a thorough introduction to our campus is another element of good mentorship. This year CCA was instrumental in re-establishing a full day orientation for newly hired faculty. Jointly organized by the Office of the Vice Provost of Academic Affairs and CCA, this event will take place in September 2015.

Faculty hiring is an investment, and a strong faculty mentoring program will help to continue to foster this investment as our assistant and associate professors become full-service faculty. Many grant opportunities for younger faculty are also contingent on proof of formal mentorship. A system of rewards/incentives will be an important factor in encouraging (senior) faculty to become mentors – Committee on Academic Personnel (CAP) recognition, service credit, departmental rewards, inducements, course releases for multi-year commitments (which would also enable long-term training), and funding back from the presidential post-doc program, are all examples of the types of incentives that could be incorporated into such a program. CCA is working to determine the appropriate structure for this system of incentives. We plan to work with CAP in 2015-16 to determine how best to reward mentorship service.

Mentorship Program

In fall, CCA reviewed the UCSC Mentoring Program for Faculty proposed by the Vice Provost of Academic Affairs (VPAA) Office and the Office for Diversity, Equity and Inclusion (ODEI). Throughout the year we worked to refine, develop and mount the program. The committee is enthusiastic about further development of this mentoring program, and also wants to better understand the context of mentoring and support that already exists on campus.

The aim of this program is to provide mentoring to retain a diverse, high quality faculty at UCSC, help new faculty to achieve and maintain a high level of career satisfaction, and assist them with career advancement. During meetings CCA held with junior faculty this year, we learned that new faculty desire assistance with a spectrum of issues that could best be addressed through a mentoring program. Advice from a well-respected mentor can be an invaluable supplement to the guidance and assistance that a Department Chair provides during the early years at a new university. Therefore, our initial goal was to complement any existing departmental mentoring programs, and assign mentors from outside the faculty member's department.

Starting in the fall of 2015, CAA in collaboration with the Office for Diversity, Equity, and Inclusion, will be launching the second phase of the UCSC Mentoring Program for Faculty. (Phase I consisted of confirming membership and providing access to online resources provided by the National Center for Faculty Development and Diversity). Phase II will offer an outside department mentor to junior faculty in their first 4 years at UCSC. CCA has paired mentors and mentees with initial introductions to take place in fall 2015. During 2015-16, CCA intends to evaluate, improve, and expand this nascent Mentorship Program.

New Faculty Orientation

During the long period of budget retrenchment, a previously offered full day orientation for newly hired UCSC faculty was discontinued. CCA successfully lobbied for reinstating an information rich orientation in fall 2015 for new faculty that will take place. Our committee worked with VPAA Lee to organize an orientation that includes an introduction to University structure and functionality, but also incorporates information on best practices in teaching and research presented by senior faculty. Input from our assistant professor CCA member was critical in designing the orientation agenda.

Topical Lunches for New Faculty

After soliciting and receiving newly hired faculty feedback during winter quarter, the Committee on Career Advising (CCA) launched a new series of “brown-bag” lunch workshops for new faculty in April and May 2015. These lunches focused on different topics of interest and included administrative experts, Senate colleagues, and peers. Next year, we plan to institute a schedule of 5-7 of these lunches to occur monthly throughout the academic year.

Possible lunch workshop topics for 2015-16 include:

- Setting up your research lab
- Budgeting start-up funds
- Managing/working with grad students in the classroom and/or lab
- Top ten mistakes in the personnel review process
- Departmental culture
- When/where/how to volunteer for campus service

Center for Teaching Excellence

At the November 7, 2014 Senate meeting, the Committee on Teaching (COT) presented a report calling for the reformation of a Center for Teaching Excellence. Based on work which the CCA has engaged in throughout the year, CCA now lends its strong support to this proposal, and would like to know the status of efforts to re-initialize the provision of teaching resources to faculty.

During winter quarter, CCA met with most of the junior faculty hired within the last three years in informational sessions intended to solicit feedback on their experiences as new faculty at UCSC, and to gauge their interest in extra-departmental faculty mentorship. During these meetings, the committee found that one of the most resonant concerns among new faculty was the lack of pedagogical guidance and instructional support available on campus. For faculty just

beginning their careers, or just starting at UCSC, this is a difficult issue. Many of these faculty are asked to teach large courses in their first year, and this lack of support inhibits their ability to effectively teach and support the students in these courses. Lack of support for teaching students with disabilities has also been identified. Additional resources would be helpful in alleviating these issues.

A Center for Teaching Excellence is paramount to relieving these concerns, among others, and the committee is fervently supportive of the reinstitution of this center.

Respectfully submitted;
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