

## **Committee on Career Advising Annual Report, 2015-16**

To: Academic Senate, Santa Cruz Division

The Committee on Career Advising (CCA) was reconvened in 2014-15 to launch the UCSC Faculty Mentorship Program. The goals of the program are to provide mentoring support that contributes to retaining a diverse, high quality faculty at UCSC; help new faculty to achieve and maintain a high level of career satisfaction; and assist with career advancement. In 2015-16, the committee managed the inaugural year of the UCSC Faculty Mentorship Program and focused much of its attention on mentor matching and making program improvements for the second year roll out of the program in 2016-17. The committee also was instrumental in re-establishing a full day orientation for newly hired faculty held in September 2015; hosting topical lunch workshops for new faculty on the topics of “tenure” and “faculty career planning”; and co-sponsored a campus event on Microaggressions in the Classroom. Further, and with the overall goal of improving the culture of mentorship on our campus, CCA reached out to divisional deans to inquire about divisional mentorship programs and resources, and began a campus dialogue on mentorship of which next year’s CCA committee may continue to foster.

### **Mentorship Program**

Under CCA’s direction, the UCSC Faculty Mentorship Program launched in fall 2015. The program began with 15 mentors serving 47 new UCSC faculty. (“New faculty” included junior faculty who have been on campus for less than three years.) The mentor matching for the program was finalized in summer 2015, and CCA spent the majority of 2015-16 evaluating the program using data from a late fall 2015 participant survey, and envisioning improvements to the program for implementation in 2016-17. Feedback from program participants revealed that almost all of the mentors and mentees were benefitting from their meetings and were enthusiastic to continue in the program. Many mentees commented on the specific benefit of having an experienced faculty member in other department to consult with.

Survey feedback motivated CCA to initiate an annual “Meet and Greet” mentorship program orientation event for all mentors and mentees to kick off the program and allow all participants to get acquainted in an informal and relaxing setting. With support from the office of the Vice Provost of Academic Affairs, the first of these events will take place on October 19, 2016. The event will include several activities geared to introduce the work of the Committee on Career Advising, connect mentors with their mentees, assist new faculty in networking with other junior and senior faculty on-campus across departments and divisions, and establish a supportive mentoring community for the year.

In winter 2016, CCA petitioned to have the Mentorship Program included in the annual Senate Faculty Service Survey as a service option. Members hope that the programs inclusion in the survey will increase the visibility of mentoring on campus and further enhance the pool of potential mentors for the program. The UCSC Faculty Mentorship Program will be included in the 2017-18 Faculty Service Survey distributed in winter 2017, and will emphasize that participation in the program is not exclusive and faculty may concurrently participate in a Senate committee.

To further promote a culture of mentoring on campus and encourage Senate faculty participation, CCA wrote to the chairs of COC and the Committee on Academic Personnel (CAP) in May 2016 to establish mentor participation as a mentor in the UCSC Mentorship Program as “Senate service”<sup>1</sup>. CCA noted that the time commitment of program mentors is on par with the service of some smaller Senate committees. Mentors are required to meet at least 3 times per year with their charges (once per academic quarter) and provide feedback on their meetings and the program in general in order to assist CCA in making further improvements to the program. Further, when the UCSC Faculty Mentorship Program was originally proposed by Vice Provost of Academic Affairs (VPAA) Lee in December 2013<sup>2</sup>, the proposal, suggested that faculty mentor participation in the program be incorporated into the service component of faculty personnel reviews. CCA noted that recognizing mentor participation in the program as “Senate service” will appropriately recognize this service and encourage Senate faculty to participate in the program. CCA appreciates COC and CAP’s assistance in ensuring that mentors who participate in the program receive the service credit and recognition that they deserve.

### **New Faculty Orientation**

During the long period of budget retrenchment, a previously offered full day orientation for newly hired UCSC faculty was discontinued. In 2014-15, CCA successfully lobbied for reinstating an information rich orientation for new faculty in fall 2015, which was jointly organized by the Office of the Vice Provost of Academic Affairs, and included an introduction to University structure and functionality, as well as information on best practices in teaching and research presented by senior faculty.

The event was highly successful with roughly 43 new faculty attending. During spring and summer 2016, CCA worked on revamping the orientation agenda based on feedback from the 2015 orientation and securing presenters for the next full day orientation on September 15, 2016. It is the hope of the committee that the orientation will remain an annual tradition and further strengthen the benefits of the program for participants.

### **Topical Lunches for New Faculty**

This year CCA continued its series of “brown-bag” lunch workshops for new faculty. The lunches focused on different topics of interest and included administrative experts, Senate colleagues, and peers.

The fall 2015 lunch workshop was titled “Everyday Productivity and Planning a Meaningful Career” and discussed decision points in research careers after the PhD; competing time demands of research, teaching, service; and how to achieve work/life balance. Attendees, representing new faculty from the PSci, ARTS, HUM, and Social Science divisions reported that they enjoyed the event, and especially appreciated the opportunity for casual socializing and conversation with other new junior faculty. During the winter quarter, CCA held another lunch workshop on the topic of “tenure” during which recently tenured faculty and the chair of the Committee on Academic Personnel shared their tips and experience for working towards tenure and navigating the personnel reviews. Again, the event was well attended by mentorship program participants, and created the perfect venue for information sharing, networking, and support.

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<sup>1</sup> Schwartz to Gallagher and Dean, 5/17/16, Re Senate Service for Faculty Mentorship Program Participation

<sup>2</sup> Lee and Marlowe to Konopelski, 12/19/13, Re: Proposal for a UCSC Faculty Mentoring Program

The committee had planned to host a spring quarter topical lunch on “Promoting Your Research”, but ultimately decided to devote its time and resources instead to a larger scale campus event on microaggressions (noted below) that would benefit the entire campus community. Next year’s CCA committee may want to consider “Promoting Your Research” for a topical lunch in 2016-17.

### **Microaggressions Workshop**

During a consultation with VPAA Lee in December 2015, CCA and the VPAA determined that a campus event on the topic of microaggressions would serve both mentorship program participants and the greater campus community. The goal of the workshop was to support and promote diversity among faculty and students by providing faculty with mentoring and trainings so as to be better prepared to handle microaggressions in the classroom. In May 2016, CCA, the Committee on Affirmative Action and Diversity (CAAD) and the Office for Diversity, Equity, and Inclusion (ODEI) jointly sponsored a forum on Microaggressions in the classroom led by Sheree Marlowe, Campus Diversity Officer for Staff and Students, and Christy Byrd, Assistant Professor of Psychology. The event was very well attended, with roughly 60 participants representing all five divisions and other sectors of the University. All participants came away with a better understanding of what microaggressions are, what the effects of microaggressions are, and how to avoid and/or cope with microaggressions and their affects.

### **Enriching our Campus Mentoring Culture**

In order to learn about current mentoring practices on campus and begin a conversation of mentoring on campus, this year’s committee reached out to divisional deans. CCA’s goal was to learn from established departmental and divisional mentoring practices on campus in terms of guidelines, mentor assignment processes, etc. CCA also welcomed suggestions as to how CCA could best support mentoring for faculty in their divisions. The poll was quite productive and provided the committee with a great level of insight into what is currently happening on campus in terms of mentoring.

The committee found that aside from the Arts Division, department chairs are generally available for mentoring, but there are no formal mentoring programs in place. Many of the responses highlighted a need for new faculty to understand the personnel process (touched on during the CCA spring quarter topical lunch), and suggested that faculty mentoring could have a positive effect on retention.

The Arts Division has a formal program that began in 2014. Eager to find out more about the program, CCA invited Interim Arts Dean Bill Ladusaw to consult with the committee on the Arts mentoring program and general mentoring best practices. The parties considered how to further enrich the mentoring culture on campus and made plans to continue the discussion with divisional deans in 2016-17.

Respectfully submitted;  
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