

OFFICE OF FACULTY ADVANCEMENT

2021 - 2022

YEAR AT A GLANCE



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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. The Teaching and Learning Center also launched the [New Dragons Faculty Learning Community](#) (FLC) which hosts monthly meetings designed to help new faculty network with colleagues and mentors at Drexel, gain confidence in balancing teaching, service, and research workloads, and increase their understanding of Drexel's mission to prepare graduates of diverse backgrounds to become purpose-driven professionals and agents for positive change. To learn more about the Teaching and Learning Center initiatives, please reference their [2021-2022 Year at A Glance](#).

As we returned from remote instruction, Faculty Advancement worked very closely with Student Life to support students and faculty. Working with the Vice Provost for Undergraduate Education and colleagues from the College of Arts and Sciences and the College of Engineering, we assessed the needs of underprepared students and successfully advocated for over 500 thousand dollars in investments to improve our ability to effectively meet the needs of these students in math. We also made adjustments to key policies to allow students more time to recover academically. In addition to these pandemic related activities, we worked with the Anti-Racism Task Force in supporting the development of the 69 separate commitments to advance Drexel's anti-racist agenda. We continue to take steps to address those commitments and look forward to working with our new Vice Provost for Diversity, Equity and Inclusion (detailed information follows below).

Looking ahead we will again be offering development opportunities for both faculty and department heads. We had 42 faculty members participate in the *Creating a Narrative of Professional Involvement* (CANOPI) program, where participating faculty were paired with 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 22-23 AY and have recruited new mentors to allow us to expand this offering. In addition, we will return to providing in person leadership development for Departments Heads. Partnering with Harris Sokoloff we will offer monthly 90-minute facilitated conversations and trainings for Department Heads. These sessions will be co-constructed by the Department Head Advisory Board, Senior Vice Provost Erin McNamara Horvat and Dr. Sokoloff and will provide useful information and training as well as the opportunity to connect informally with Department Head colleagues.

A detailed description of The Office of Faculty Advancement's major accomplishments for the 2021-22 Academic Year follows.

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MAJOR ACCOMPLISHMENTS

Faculty Awards

For the *2021-22 Drexel Research, Scholarship and Creativity Awards & Provost Awards for Teaching, Scholarship, and Professional Service* cycle, The Office of Faculty Advancement, with the Office of Research and Innovation, managed the awards cycle. The Office of Faculty Advancement managed the competitions for the following awards:

- 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
- Evidence-Based Teaching Award in Undergraduate Science, Technology, Engineering and Math Education (STEM)
- Harold Myers Award for Distinguished Service
- Lindback Award for Distinguished Teaching
- Bridge Funding Support for Tenure/Tenure Track Faculty
- The University Award for Pedagogy and Assessment
- Outstanding Professional Advisor

The Office of Faculty Advancement received, reviewed, and processed **91** award applications with **44** final awards being conferred to faculty and staff. In partnership with the Office of Research and Innovation we provided over 300 thousand dollars in funding to faculty through this awards program. A reception was held on June 16, 2022, 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.

- **9 faculty members** elected into the **Tenured Faculty Transition Plan**
- **29 faculty members** received **Tenure and Promotion, Tenure, and Promotion**
- **37 Non-tenure Track faculty** received **promotions**
- **7 retiring faculty** were awarded **Emeritus**
- **30 faculty** were awarded **Sabbaticals**
- **7 faculty** received **Pre-tenure Extensions**
- **40 new faculty members** were hired for the 2021-22 AY

Faculty Annual Review – Updated Process

The Office of Faculty Advancement in coordination with Human Resources began using Career Pathway last year for the Faculty Annual Review process. While we believe that the transition to Career Pathway provided for a more streamlined process, we made improvements based on faculty recommendations for 2021-22 annual review. These improvements include opening the system earlier so that faculty have more time to prepare their documents, modifying language to include creative activity as well as research and scholarship, and adding a new field where additional information can be uploaded that may not be captured elsewhere. In September 2022, Faculty Advancement, in partnership with Human Resources, will be providing information sessions for Deans and Department Heads focusing on the importance of the review process to Drexel, schools/colleges, and individuals. The sessions will highlight best practices for conducting reviews and provide 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 **500 faculty have activated their memberships** with **492 active sessions** ongoing and continues to grow monthly. Faculty can register using the link below.

[REGISTER](#)

Middle States Accreditation

As part of Drexel University's accreditation review from the Middle States Commission on Higher Education (MSCHE), the Office of Assessment and Accreditation housed under the Office of Faculty Advancement and Undergraduate Affairs diligently worked cross-functionally with departments and schools and colleges to compile a self-study report. Written by Drexel faculty, students and staff on the MSCHE Standards Committee, the self-study document is a 100-page report that describes Drexel University in the context of seven standards set forth by MSCHE. Following the self-study report, the Office of Assessment and Accreditation hosted a virtual "site visit" with MSCHE representatives and Drexel faculty, staff, and students from April 3-6, 2022. Drexel's accreditation was reaffirmed until 2030. Renewal of our accreditation helps toward our institutional mission and priorities in alignment with the Drexel 2030 Strategic Plan.

Appointment of Vice Provost for Diversity, Equity, and Inclusion

Through the collaborative effort of the Chief Diversity Officer Kim Gholston and Senior Vice Provost Erin McNamara Horvat as co-chairs for the search committee, Dr. Leslie Ashburn-Nardo, PhD, has been appointed professor of psychology and inaugural Vice Provost for Diversity, Equity and Inclusion, effective September 1. An internationally recognized social psychologist with expertise in diversity science, Leslie will collaboratively lead DEI work across the Office of the Provost and academic and research operations. Partnering with Drexel's Chief Diversity Officer, colleges and schools and Provost's Office team, she will bolster DEI work related to the University's Strategic Plan, the commitments of the Anti-Racism Task Force report and other campus-wide efforts to promote a diverse, equitable and welcoming campus community.

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