

OFFICE OF FACULTY ADVANCEMENT

2020 - 2021

YEAR AT A GLANCE



2020-2021

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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 to 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. Faculty Advancement also again implemented 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.

Work with Department Heads increased this year as their role was critical in managing through the pandemic and other challenges. We provided Department Head Orientations to new and continuing department heads and other helpful programming such as *How to Maximize Course Evaluation Data and use AEFIS Effectively* and *EAB Seminar: Academic Vital Signs* that focused on how to effectively manage a portfolio of programs in a department. OFA made it a priority to meet with Associate Deans for Faculty from Schools/Colleges. These meetings provided an opportunity for open dialogue as well as information sharing. Faculty Advancement also administered the ELATES program at Drexel, a national leadership development program designed to advance senior women faculty in academic STEM disciplines into effective institutional leadership roles within their schools and universities.

Along with the regular work of the Office of Faculty Advancement, we also provided programming, policies, and initiatives to support faculty through the beginning and continuation of the COVID pandemic. This programming included:

- Guiding remote delivery changes and implications for faculty through a partnership with the Graduate College, the Office of the Provost, and the Remote Teaching Task Force creating programs such as [The Remote Course Facilitator \(RCF\) program](#).
- Partnering with Human Resources to aid in the mental health of faculty, staff, and students through the introduction of [Curalinc](#).
- Working with Drexel's counseling center to train faculty on student wellness.
- Soliciting faculty feedback and as a result suggesting half-day Fridays for faculty and staff beginning in the Spring quarter through the end of summer.

A detailed description of The Office of Faculty Advancement's major accomplishments for the 2020-21 Academic Year follows.

2020-2021

MAJOR ACCOMPLISHMENTS

National Center for Faculty Development & Diversity

The Office of Faculty Advancement saw the need to increase faculty development programming while making it accessible in an online environment. With this goal in mind, 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 **450 faculty have activated their memberships** with **1,175 active sessions** ongoing and continues to grow monthly.

Faculty Awards

For the *2020-21 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 guidance, took over management of 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
- Faculty Bridge Funding 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
- The University Award for Pedagogy and Assessment
- Outstanding New Advisor Award
- Outstanding Professional Advisor

The Office of Faculty Advancement received, reviewed, and processed **92** award applications with **34** final awards being conferred to faculty, staff, and one faculty team. We also hosted a reception for 30 people, the first in person event for some time, honoring all awardees and celebrating these accomplishments.

COVID-19 Initiatives

The COVID-19 global pandemic affected every facet of life, including faculty work. Drexel University's faculty made, and continue to make, significant adjustments to their work in light of the pandemic. The Office of Faculty Advancement took an active role in supporting faculty throughout these difficult times through several initiatives including:

- **The COVID Impact Statement** - The Office of Faculty Advancement provided faculty members the opportunity to develop a COVID Impact Statement, describing the effects of the pandemic on their work activities and the types of work outcomes they were able to achieve, to be added to materials prepared for faculty personnel actions, including annual review, reappointment, promotion, and tenure.
- **TFTP/VRIP Special Cycle** – In coordination with Human Resources, The Office of Faculty Advancement ran a special cycle of the Tenured Faculty Transition Plan (TFTP), and the Voluntary Retirement Incentive Plan (VRIP) processing **23 special cycle faculty retirement plans** in addition to the regular TFTP cycle.
- **Special Cycle Emeritus** – Due to the TFTP/VRIP Special Cycle, the Office of Faculty Advancement held a special emeritus cycle held separately from the annual emeritus cycle. Through this special cycle, **7 retiring faculty members were awarded Emeritus**.
- **Sabbatical Deferrals & Changes** – COVID heavily impacted faculty sabbatical plans. The Office of Faculty Advancement approved sabbatical deferrals and changes to ensure that faculty could still pursue their sabbaticals. Out of the 32 faculty sabbaticals for the 20-21 academic year, we approved **15 sabbatical deferrals and changes**.
- **Pre-tenure Extensions** – Faculty Advancement also recognized that faculty research might have been disrupted during COVID, which could negatively affect faculty tenure and promotion. To address these issues, we offered faculty the opportunity to apply for a one-year pre-tenure extension outside of the three extensions offered to faculty in the Tenure and Promotion policy. Faculty Advancement approved **24 pre-tenure extensions** due to COVID.

Faculty Lifecycle Processes

Amid the COVID-19 pandemic, 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.

- **29 faculty members** retired under the **Tenured Faculty Transition Plan**
- **29 faculty members** received **Tenure and Promotion, Tenure, and Promotion**
- **17 Non-tenure Track faculty** received **promotions**
- **28 retiring faculty** were awarded **Emeritus**
- **27 faculty** were awarded **Sabbaticals**
- **4 faculty** received **Pre-tenure Extensions**

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