

**Heads Workshop
January 30, 2008
11 am – 1:30 pm
2850 University Hall**

AGENDA

1. Introductions

Mo-Yin Tam, Interim Vice Provost for Faculty Affairs

2. Why Mentoring Matters

Michael Tanner, Provost

Lunch served

3. Case Study #1: Mentoring Associate Professors

Moderators: Judith Kirshner, Dean, College of Architecture & the Arts
Mark Grabiner, Head, Department of Kinesiology & Nutrition

4. Case Study #2: Mentoring Underrepresented Faculty

Moderators: Joan Shaver, Dean, College of Nursing
Gib Bassett, Head, Department of Finance

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Case Study #1

David Smith, who has a Ph.D. in History, is a white associate professor in the interdisciplinary Department of Cultural Studies who received tenure three years ago. Since then, he has conducted most of the research for his next major project, a study of community organizing in a white working-class suburb of Chicago that required extensive interviews and archival research.

Shortly after becoming an associate professor, Dr. Smith joined a campus committee on teaching and learning and agreed to supervise two dissertations. A year later, his department head asked him to become Director of Graduate Studies, which includes serving as advisor to the department's 20 Master's students. This year he is also serving on a departmental search committee and has agreed to supervise three additional dissertations.

Dr. Smith was extremely productive as an assistant professor, publishing an important book and speaking at the three major conferences in his field each year. His teaching evaluations continue to be outstanding and many departmental colleagues say he is the best DGS they have had in more than a decade. Application numbers are rising and this year he instituted a new orientation program that promises to improve completion rates.

However, Roberta Jones, head of the Department of Cultural Studies, has begun to wonder whether Dr. Smith will live up to the scholarly potential he seemed to show as an assistant professor. Since his promotion, he has presented only one paper from his new study and published a book review. The success of his first book has led to a number of invitations to speak at other campuses, most of which he accepts, and he is known as a charismatic speaker. But despite repeated queries from the press that published that book, he has not yet completed a prospectus for his next one.

Case Study #2

Arlene Martin, who has a Ph.D. in Biology, is an African American associate professor in the interdisciplinary Department of Ecological Studies who received tenure three years ago. Since then, she has completed most of the research for her next major project, a study of the ecological history of a predominantly African American neighborhood in Chicago that required extensive archival research as well as laboratory time.

Dr. Martin was extremely productive as an assistant professor, receiving a large grant for an important study on urban ecology and speaking at three major conferences each year. The success of her research and her reputation as a charismatic speaker has led to a number of invitations to speak at other campuses, most of which she accepts.

As the only tenured African American faculty member in her department, one of only three faculty of color, Dr. Martin has also been sought out by many students since her promotion. A large number of students of color and several women working in STEM disciplines have asked her to be their advisor and about a dozen graduate students have asked her to supervise their dissertations. Roughly half of the undergraduate and graduate students she is advising are enrolled in other departments and only about half of them are concentrating in her area of study.

Dr. Martin's committee load has also increased. She serves on her department's Curriculum Committee, which is currently evaluating all of the unit's offerings for their attention to race and ethnicity, and this year is chairing a search committee as well. Her college has a Diversity Committee of which she became co-chair shortly after her promotion and she has recently been invited to serve on the search committee for the university's next Provost. In a recent departmental discussion about socially engaged scholarship, Dr. Martin mentioned that she is regularly asked to join the boards of organizations in the larger community and is reluctant to turn down these requests when they don't create a conflict of interest with her research.

Robert Jones, head of the Department of Ecological Studies, believes that every associate professor should be working to become a full professor, but he has begun to wonder whether Dr. Martin is on track. Her teaching evaluations continue to be excellent and her colleagues are enthusiastic about her contributions to the department and college. However, while she published at least one article a year in peer-reviewed journals before receiving tenure, her new work has appeared only in conference proceedings.