Faculty Mentoring Committee

Final Report, 2014-2015

The Faculty Mentoring Committee oversees the Faculty Mentoring Program at UT-Dallas, whose purpose is to provide new faculty, especially assistant professors, with the information and support they need to succeed and obtain tenure and promotion at UT-Dallas.

Vice Provost Emily Tobey and Assistant Provost Elizabeth Rugg’s respective offices were very helpful to me as Chair in surveying program participants in order to identify optimum times to hold workshops based on faculty schedules, and promoting the workshops once they were scheduled. Dr. Tobey’s office also provided lunches as part of each workshop, which gave new faculty members a chance to meet and talk with one another each month before the workshop began.

The Committee met on Tuesday, October 21, 2014. The Committee agreed that their role was to contact new assistant professors in their respective programs and Schools to promote the program and encourage new assistants to apply. The Committee discussed the schedule that was set up in 2013-2014, and agreed that we should continue inviting faculty to apply during their first fall semester, to attend workshops beginning in September of their first semester at UT-Dallas, and to identify and obtain mentors in the spring semester of their first year. Committee members contacted program participants in Spring, 2015 to offer assistance and advice on finding a senior faculty mentor at UT-Dallas.

Attendance at workshops significantly improved from 2013-2014 to 2014-2015. Workshop attendance this year ranged from 8 to 12 new faculty. Members of the Faculty Mentoring Committee also attended regularly and participated on the workshop panels. All Committee members agreed that the senior faculty who made up the panels for each workshop offered excellent presentations and advice.

As chair of the committee, my responsibility was to invite new assistant professors to participate in the program and answer their questions, to identify senior faculty willing and able to serve on workshop panels and to schedule those workshops, to educate assistant professors on how best to utilize their senior mentors, and to contact senior mentors and request their participation. I also educated senior mentors on the roles identified for them by the Program. For new faculty joining small programs, it was sometimes challenging to find appropriate mentors, and I worked with them and faculty in related areas to find mentors.

As will be apparent from the tables below, some participating faculty never communicated with me that they had found a mentor, nor did they respond to my emails when I offered to help them.

**Participants**

**Faculty Mentoring Program, 2013-2014**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Last Name |  | First Name | Position | Program | Entry Date | UTD Senior Mentor |
| Akbar |  | Mohammad | Assistant | Mathematics | 5/17/2013 |  |
| Bunte |  | Jonas | Assistant | Public Policy &Political Economy Program | 8/1/2013 | Todd Sandler |
| Chen |  | Lunjin | Assistant | Physics | 8/15/2013 |  |
| Chen |  | Min | Assistant | Mathematics | 9/1/2013 |  |
| Chen |  | Xingang | Assistant | Physics | 9/1/2013 |  |
| Choi |  | Emily | Assistant | OSIM | 7/1/2013 | Seunghyun Lee |
| Du |  | Heng | Assistant | Molecular & Cell Biology | 6/1/2013 | Santosh D’Mello |
| Gassensmith |  | Jeremiah | Assistant | Chemistry | 9/1/2013 |  |
| Gorina |  | Evgenia | Assistant | Public Affairs & Sociology | 8/1/2013 |  |
| Gregg |  | Robert | Assistant | Mechanical Engineering | 1/1/2013 | Steve Yurkovich |
| Harrington |  | James | Assistant | Public Affairs & Sociology Program | 8/1/2013 | Doug Kiel |
| Hayenga |  | Heather | Assistant | Bioengineering | 8/1/2013 |  |
| Honhon |  | Dorothee | Assistant | OM | 7/1/2013 |  |
| Hyndman |  | Kyle | Assistant | Economics | 7/1/2013 |  |
| Jung |  | Myoungsoo | Assistant | Electrical Engineering | 9/1/2013 | Georgios Makris |
| Kesden |  | Michael H. | Assistant | Physics | 9/1/2013 | Mustapha Ishak-Boushaki |
| Kim |  | Jung-whan | Assistant | Molecular & Cell Biology | 5/1/2013 |  |
| Liu |  | Cong | Assistant | Computer Science | 9/1/2013 | Ravi Prakash |
| Lopez-Kidwell |  | Virginie | Assistant | OSIM | 7/1/2013 | Zhiang Lin |
| Sloan |  | Joseph | Assistant | Electrical Engineering | 9/1/2013 | Yiorgos Makris |
| Swearingen |  | Scott | Assistant | ATEC | 9/1/2013 |  |
| Swearingen |  | Kyoung Lee | Assistant | ATEC | 9/1/2013 |  |
| Vargas |  | Nicholas | Assistant | Public Affairs and Sociology Program | 8/1/2013 | Sheryl Skaggs |
| Wig |  | Gagan | Assistant | Cognitive Neuroscience | 1/1/2013 |  |
| Winkler |  | Duane D. | Assistant | Molecular & Cell Biology | 9/1/2013 |  |
| Yehuda |  | Nir | Assistant | AIM | 7/1/2013 |  |
| Zhao |  | Xiaofei | Assistant | Management | 7/1/2013 | Feng Zhao |

**Participants**

**Faculty Mentoring Program 2014-2015**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Last name | First name | Position | Program | Entry date | UTD Senior Mentor |
| Kane | Heidi | Assistant | BBS | Fall, 2014 | Filbey, Francesca |
| Hays | Seth | Assistant | Bioengineering | Fall, 2014 | Schmidtke, David |
| Delk | Nikki | Assistant | Biological Sciences | Fall, 2014 | Spiro, Stephen; Julia Chan |
| Kim | Tae Hoon | Assistant | Biological Sciences | Fall, 2014 |  |
| Joshi-Imre | Alexandra | Research Scientist | Center for Engineering Innovations | Fall, 2014 |  |
| Barton | Taylor | Assistant | Electrical Engineering | Fall 2014 | Prof. Ken O |
| Banner | Olivia | Assistant | EMAC | Fall, 2014 | Murphy, Jessica |
| Cummings | Anthony | Assistant | Geospatial Info Services | Fall, 2014 | Qiu, Fang |
| Lou | Yifei | Assistant | Mathematics | Fall, 2014 | Lewis, David |
| Anderson | William | Assistant | Mechanical Engineering | Fall, 2014 | Lu, Hong Bing |
| Majewicz | Ann | Assistant | Mechanical Engineering | Fall, 2014 | Minkoff, Susan |
| Valerio | Giacomo | Assistant | Mechanical Engineering | Fall, 2014 | Rotea, Mario |
| Zhenpeng | Qin | Assistant | Mechanical Engineering | Fall, 2014 |  |
| Zhang | Fan | Assistant | Physics | Fall, 2014 | Lee, Mark |
| Levine | Sheen S | Assistant |  |  | Mark Lee and Chuanwei Zhang |
| Von Drathen | Christian | Assistant |  | Fall, 2014 | Kieschnick, Robert |
| Guadagno | Roseanna | Associate | EMAC | Fall, 2014 |  |

**FMP Workshop Panelists 2014 - 2015**

**2014**

**FMP Orientation / Kickoff Luncheon (Feb. 7, 2014 12:45 PM)**

Emily Tobey & Karen Prager

(Participants: Mentees and Committee Members)

* **Tenure & Promotion (Feb. 26, 2014 12:00-1:30PM)**

Inga Musselman (NSM) (Associate Provost for Faculty Affairs)

Robert Lowry (EPPS)

Prof. Lawrence Reitzer (NSM) (Chair, CQ)

* **Research & Publication (** March 26, 11:30-1:00 PM**)**

Candice Mills (BBS)

Kenneth Balkus (NSM)

* **Balancing Your Professional and Personal Life (April 17, 12:00-2:00PM)**

Minn Hlaing (ECS)

Nicole Piquero (EPPS)

Robert Kieschnick (JSM)

Pam Gossin (AH)

* **Show Me the Money: Grant Workshop (May 14 , 11:30-1:00 PM)**

Michael Kilgard (BBS)

Emily Tobey (BBS)

* **Writing Workshop (July 11, 11:00-1:00PM)**

Beth Keithly (Office of Research)

* **In the Classroom: Teaching Workshop (Sept. 13, 12:30-2:00 PM)**

Marion Underwood (BBS)

John Sibert (NSM)

Jennifer Holmes (EPPS)

Karen Huxtable-Jester (BBS)

* **Promoting Your Brand: Networking and Publicity Workshop (October 24, 3:00-4:00 PM)**

John Hansen (ECS)

Sumit Sarkar (JSM)

* **Having Difficult Conversations: Scary Situations, Departmental Politics, and Negotiation Workshop (November 3, 12:00-1:30 PM)**

Varghese S. Jacob (JSM, Senior Associate Dean)

Shelley Lane (AH)

Karen Prager (IS)

* **Year End Closing Party (December 5, 4:30-6:30 PM)**
  + **Cancelled**

**2015**

**FMP Orientation / Kickoff Luncheon (January 22, 2015; 1-2:30 p.m.)**

Karen Prager

(Participants: Mentees and Committee Members)

* **Research & Publication (** Feb. 17, 11:30 AM-1:00 PM**)**

Candice Mills (BBS)

Rod Heelis (NSM)

* **Tenure & Promotion** (March 10, 2014 11:30 AM -1:00 PM)

Inga Musselman (NSM) (Associate Provost for Faculty Affairs)

Robert Lowry (EPPS)

Prof. Lawrence Reitzer (NSM) (Chair, CQ)

* **Balancing Your Professional and Personal Life (April 17, 12:00-2:00PM)**

Minn Hlaing (ECS)

Nicole Piquero (EPPS)

Robert Kieschnick (JOSM)

Pam Gossin (AH)

* **Show Me the Money: Grant Workshop (May 14 , 11:30-1:00 PM)**

Michael Kilgard (BBS)

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* **Writing Workshop (July 11, 11:00-1:00PM)**

Beth Keithly (Office of Research)

* **In the Classroom: Teaching Workshop (Sept. 13, 12:30-2:00 PM)**

Tres Thompson (BBS)

John Sibert (NSM)

Jennifer Holmes (EPPS)

Karen Huxtable-Jester (BBS)

To be organized by the 2015-2016 FMP chair, Homer Montgomery:

* **Promoting Your Brand: Networking and Publicity Workshop**
* **Having Difficult Conversations: Scary Situations, Departmental Politics, and Negotiation Workshop**
* **Year End Closing Party**