# RSDM *Faculty to Faculty*

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Introduction

◆ Although mentoring has received much attention in recent years, it seems to be associated with University-wide high level interactions that lead to the essential goals of academic promotion, grant submissions, and tenure. While these items are of ongoing concern to all in academia, daily concerns ranging from teaching methodology, lecture and test preparation, to scientific writing, manuscript preparation and submission, to school rules, regulations, and customs, affect both new and mid-career faculty on an ongoing basis.
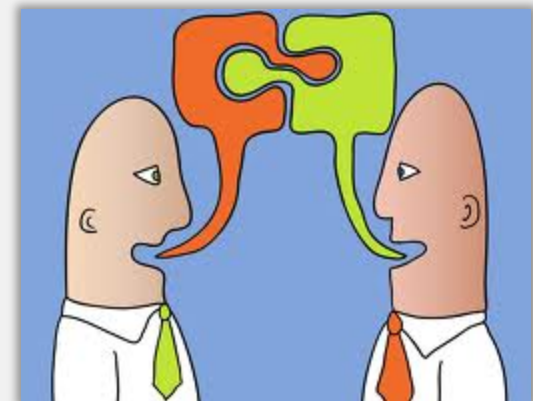
Introduction

◆ Moreover, assessment of faculty performance and criteria for advancement have changed and more changes are undoubtedly on their way. While both qualitative and quantitative assessments have long played a role in evaluation of faculty performance, Rutgers appears to be moving to a more metrics-based system of evaluation of faculty performance. Understanding and meeting those metrics may be a potential source of frustration for our faculty.

http://funderstanding.com/wp-content/uploads/2011/04/classroom-assessment.jpg

Introduction

◆ Recent changes at RBHS have included the redefinition of our faculty tracks with specific pathways to success included in their definitions. More changes in the definitions of faculty roles and expectations are undoubted coming. The task of hiring of new full-time faculty members has increased in its complexity, increasing the need for each new hire to successfully transition to Rutgers. It is widely recognized that unfilled faculty positions have a detrimental effect upon the Departments that include increased clinical and didactic teaching burden, diminished research efforts, and, possibly, poor morale.

Introduction

◆ Since members of a Department share a stake in positive outcome for the Department missions, success of new and relatively junior faculty members may be a shared goal. Further, long-time members of the Department may also benefit from access to information pertaining to research and newer teaching technology, as well as the changing ways that faculty are assessed for their contributions to the mission of Rutgers University and their individual unit.

The project

◆ This project aims to create a Chairs-level "toolkit" for providing faculty with the information and skills necessary for success at an ever-changing Rutgers School of Dental Medicine. The Chair of each Department has regular close contact with each faculty member and can easily arrange matches between supply and demand for information amongst Department members. Each Department in SDM will create a manual that would contain updated lists of resources, people, systems, that can serve as reference for both common issues and unique situations.

The project

◆ The initial manual will contain basic resources that can be used school-wide.

◆ Further contributions to the manual would be an ongoing joint effort between the Department and RLA fellow.

◆ Contents, for example, may include information brought back from Executive Council meetings about changes in Annual Evaluation paperwork and methods. Another example might be contact information for a Department faculty member who was recently promoted and is willing to share their experience of the promotion process. Some of the contents may provide information on creating a course syllabus or well-crafted examination questions.

Project Goals

- – Provide the support for new and long-term faculty to succeed at RSDM

- – Foster collegiality amongst faculty in each Department.

- – Facilitate recruitment of new faulty members.

- – Retain new faculty members by aiding in their success.

- – Serve as a resource to inform the faculty of ongoing changes in the work environment.

Challenges

◆Difficulty meeting as a group.

◆Reluctance to take on new projects.

◆Lack of time for "optional" projects

Metrics

◆ Awareness of the program at all levels of the school, including faculty and administrators.

◆ Creation of handbooks in each Department to serve as guides for negotiating faculty progress.

◆ Use of the program.

◆ Repeat use of the program.
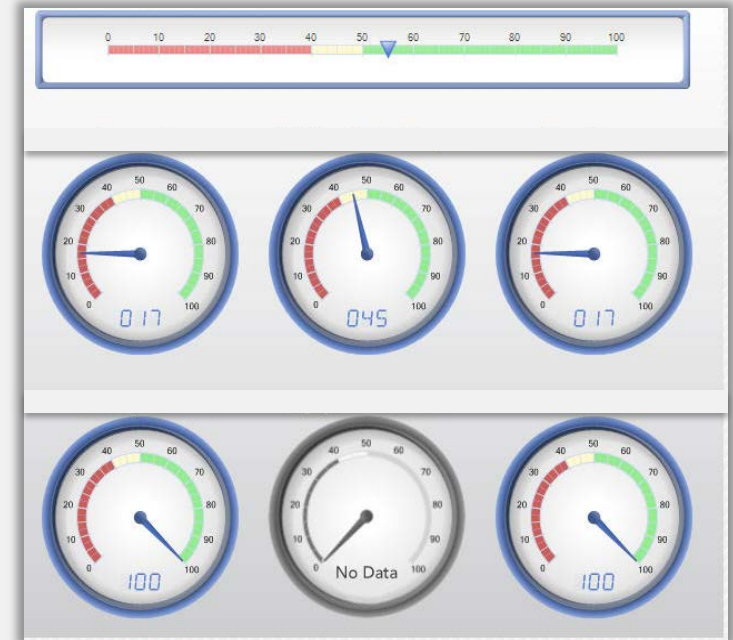
Metrics

◆ Evaluations will be carried out via questionnaires, using Likert Scale appropriate questions.

◆ An online survey tool (Survey Monkey) should expedite participation and data analysis.