CHAIRS MEETING

February 23, 2016
AGENDA

• Mentoring Tenure-Track Faculty
• Mentoring Visiting Faculty
• Advising – Pre-major and Major
• Updates to Information Online
• Faculty Bio Pages and Tips
Mentoring Faculty

Jan Naegele
Director, Center for Faculty Career Development
Department Chairs Meeting, February 23, 2016
Mentoring Timeline for Junior Faculty
(Office of the Provost)

Year 1

Fall: New Faculty Orientation – pedagogy training when they arrive

Spring: – meeting with the provost

Year 2

Spring: Second year review – chair provides specific feedback

Year 3

Spring: Reappointment review – indirect feedback through reappointment

Year 4

Fall or Spring: Meeting with divisional dean

Year 5

Spring: Fifth year review – chair provides specific feedback

Additional: junior faculty should seek out feedback on a regular basis from their chair, mentor(s), and other colleagues.
Characteristics of Ideal Mentors

• Mentors demonstrate balance and excellence in collegiality, teaching, and scholarship
• Mentors are effective communicators, direct and honest.
• Mentors are altruistic and genuinely concerned about the welfare of mentees
• Mentors are self-aware, non-defensive, and emotionally intelligent.
• Mentors are characterized by personal warmth.
• Mentors easily establish relationships and form collaborative alliances.

Do you agree or disagree with these characteristics?
Are there others that are not listed?
Identifying Mentors…

• How can we identify and encourage colleagues who embody the characteristics of ideal mentors to take an active role in mentoring junior colleagues?
As the department chair...

- Do you have a formal structure in place for assigning mentors to mentees?
- Is the choice of mentor(s) entirely at the request and invitation of the junior faculty member?
- Do you keep track of the frequency of the mentoring meetings and nature of mentoring that junior faculty in your department receive?
Further Reading


3) [http://www.advance.cornell.edu/documents/Exemplary-Junior-Faculty-Mentoring-Programs.pdf](http://www.advance.cornell.edu/documents/Exemplary-Junior-Faculty-Mentoring-Programs.pdf) Exemplary junior faculty mentoring programs.
Mentoring Visiting Faculty

• Formally the responsibility of the Chair, but can be shared with other colleagues

• Informal discussions of teaching
  • Review of syllabi and classroom visitations

• Teaching evaluations
  • Review to identify problems and challenges

• Grading
  • Review and compare with department norms

• Broader support for research, job market
  • Invite visitors to give presentations, attend job talks
Advising – Pre-Major and Major

- Balancing pre-major advisee assignments and major advising
- Role of the department chair
Updates to Information Online

• **Academic Affairs Website**
  
  • Dual Career Assistance
    
    
    • HERC - [www.newenglandherc.org](http://www.newenglandherc.org)
    
    • Academic Career Network listserv
  
  • Chair Resources – working on updates to bring resources together

• **Wesleyan Website**
  
  • Web “Splash” Pages
    
    • Review period next Monday – Friday
    
    • New pages will be live March 15
  
  • Faculty Bio Pages – increasing faculty visibility online
New “Splash Page” – Draft Example


WHAT YOU’LL STUDY


- Lorem ipsum dolor sit amet
- Nulla laoreet sed tortor ut rhoncus
- Sed convalvis blandit mollis
- Donec ligula mi
- Pellentesque pharetra laculis viverra

AT A GLANCE

Faculty: 15
Current Majors: 40
Sample Courses:
Lorem ipsum dolor sit amet
Lorem ipsum dolor sit amet

Visit the Chemistry Department Website

RELATED PROGRAMS
Etiam commodo dolor nunc (M)
At congue ex pellentesque sit amet
(Certificate)
Sed in eros augue
Praesent ac tincidunt orci (M)
Eu pretium dolor
Maecenas eu est mi
New Faculty Bio Page – Draft Example

MARGOT WEISS

RESEARCH INTERESTS

Margot Weiss is a cultural anthropologist; her scholarship focuses on the sexual politics of late capitalism. Her first book Techniques of Pleasure: BDSM and the Circuits of Sexuality (Duke University Press, 2011), is a queer, feminist, and materialist analysis of BDSM; the book was awarded the Ruth Benedict Book Prize by the Association of Queer Anthropology and was a finalist for a Lambda Literary Award in LGBT Studies. Her current book project, Visions of Sexual Justice, draws on multi-sited fieldwork with queer activists in North America to explore the possibilities and parameters of a radical political imagination at a time of economic precarity.

At Wesleyan, she teaches courses in queer studies, anthropology of sexuality, ethnographic methods, and social theory—some recent courses are Anthropology of Affect; Crafting Ethnography; Sex, Money, and Power; Transnational Sexualities; Critical Queer Studies; and Politics of the Body, a course she has taught at Wesleyan and at York CI, the women’s prison in Niantic. She coordinates the course cluster in Queer Studies.

WESLEYAN AFFILIATIONS

Anthropology | American Studies | Feminist, Gender, & Sexuality

OFFICE HOURS

Fall 2015 - Spring 2016: on sabbatical

COURSES

Fall 2016
AMST 286 - 01
Queer Activism/Scholarship

PERSONAL URL

http://mdweiss.faculty.wesleyan.edu
Increasing Faculty Visibility Online

Why is this important?

- Enhances the reputation of individual faculty and Wesleyan
- Important information for prospective students
- Attracts other strong faculty
- Increases likelihood that potential colleagues and collaborators around the world will be able to find you through search
- Research and grants
- Media can find Wesleyan experts
- If you don’t define yourself online, someone else will…
Becoming More Visible
EMBRACING ONLINE

Faculty Professional Development Workshop
April 12, 2016

Chairs Meeting, February 23, 2016
Naedine Hazell, Special Projects and Publications Editor at the Hartford Courant Media Co.
Sometimes, it can be hard to be heard...
And your message may not be clear…
Strong competition requires academics to look for ways to increase their profile and impact.

Online tools and services can help communicate and publicize research more effectively.
Becoming More Visible
In just one afternoon, you’ll make a big change in how visible your research is to the world.
Workshop Goal 1:

› Understand how ‘Googlebots’ “crawl” the Internet
› Learn how to make them work for you
Googlebot
A web crawling bot
(often referred to as a “spider”)

‘Crawling’ — the process
Googlebots use to discover new
and updated pages to be added to
the Google index.
Googlebot
A web crawling bot
(often referred to as a “spider”)

This collects documents from the web and builds a searchable index for the Google Search Engine.
Workshop Goal 2:

Learn key terms for Google trends to make your research, your book, your teaching, or your performance more visible.
Workshop Goal 2:

Learn key terms for Google trends to make your research, your book, your teaching, or your performance more visible. Knowing the right vocabulary makes it more likely that ‘Googlebots’ will display you as the expert!
Workshop Goal 3:

Learn how to use social media (e.g. Twitter) from your cell phone.
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Learn how to use social media (e.g. Twitter) from your cell phone.

Enhance your status as an expert in your field and promote the work you and others do.
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Learn how to use social media (e.g. Twitter) from your cell phone.

Enhance your status as an expert in your field and promote the work you and others do.

Find collaborators for writing and research projects using crowd-sourcing.
Everyone intends to write more articles, to blog, to share ideas, to synthesize thoughts, to provoke conversation. But it’s hard to find the time.
Twitter time

There are journals to read, papers to grade, grants to write, classes to prepare, and research that needs attention.
Twitter time

There are journals to read, papers to grade, grants to write, classes to prepare, and research that needs attention.

There is another way.
Twitter time

You can share your ideas with students, provoke conversation, connect with colleagues.
You can share your ideas with students, provoke conversation, connect with colleagues.

In the 3 minutes you wait for your latte, you can tell Twitter to find what’s new in your field.
Twitter time

You can share your ideas with students, provoke conversation, connect with colleagues.

In the 3 minutes you wait for your latte, you can tell Twitter to find what’s new in your field.

SEARCH: #astronomy
Twitter time

During the 2 minutes you wait for the elevator, you can type one sentence, “Universe Today article reveals new finds” give it an identifying marker (#astronomy) and push send.
Twitter time

During the 2 minutes you wait for the elevator, you can type one sentence, “Universe Today article reveals new finds” give it an identifying marker (#astronomy) and push send.

You just shared that article with your “followers.”
Twitter time

While sipping your latte before class you can see what others thought of the article you shared.
Twitter time

While sipping your latte before class you can see what others thought of the article you shared.

You’re in the Twittersphere.
Workshop Leaders

Naedine Hazell
Scott Johnson
How can you join this workshop?

› Sign up today

› or email the Center for Faculty Career Development at cfcd@wesleyan.edu to RSVP for the workshop

› Workshop participants will be asked to submit a half-page description of their scholarly work to be used and revised during the workshop
Search Engine Optimization (SEO)

- Search is primary mechanism used to find information
- Associating faculty with Wesleyan helps raise their visibility
- First 25-30 words are crucial
- Write in 3rd person
- Lay person language
- Research interests and biography content
- Links
Google Trends and Search Engine Optimization

Comparison of Similar Terms – Example #1

Graph showing the interest over time for "gender and employment" and "women and employment".
Google Trends and Search Engine Optimization

• Comparison of Similar Terms – Example #2
Joyce P. Jacobsen is Provost and Vice President for Academic Affairs and Andrews Professor of Economics at Wesleyan University. She received Wesleyan’s Binswanger Prize for Excellence in Teaching in 2007.

Jacobsen’s research focuses on labor economics, particularly the economics of gender, including patterns of workforce sex segregation, migration, and the effects of interrupted work experience on women’s earnings and advancement.

Jacobsen’s publications includes *The Economics of Gender, Labor Markets and Employment Relationships* (coauthor Gil Skillman), *Queer Economics: A Reader.* (coeditor Adam Zeller), and many articles and book chapters. She has consulted for the World Bank, the ACLU, and other nonprofit organizations. She served as editor of *Eastern Economic Journal* (2005-10) and is President-Elect of the International Association for Feminist Economics.
Example New Bio #2

Jesse W. Torgerson's teaching and research interests are in the medieval period, and are animated in particular by exchanges and interactions between the societies and cultures of Europe and the Mediterranean basin. His current research project focuses on manuscript evidence for the transfer of historical knowledge between the Byzantine and Carolingian empires of the ninth century as found in the “world histories” of that period, known as “universal histories” or “chronographies”.

How Best to Do This?

• Research Interests – update or add in Portfolio
• Biography – update or add in Portfolio
• Photo - professional and current
• WordPress - Wesleyan templates
• Personal/Lab/Studio Website - include Wesleyan top navigation bar
Next Steps for Faculty Bios

• Discuss at your department meeting
• Encourage faculty to attend the “Becoming More Visible” workshop
  • Tuesday, April 12, 2016
  • Noon to 3:00 p.m.
  • Usdan 108 (Taylor Meeting Room)
  • Link: http://www.wesleyan.edu/cfcd/images/BecomingMoreVisibleFlyer.pdf
• Let us know if you want help with writing, editing, photographs, etc.
• Update annually and with major accomplishments
THANK YOU!

Next meeting: March 22, 4:15-5:30pm in PAC 001