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Executive Summary

The University of Massachusetts Amherst Office of Faculty Development (OFD) supports the professional development of faculty in their multiple roles as scholars, teachers, and members of the University and wider community. Our mission is to: assist pre-tenure and under-represented faculty across disciplines in developing and advancing their careers, particularly as they work toward tenure and promotion; support activities that showcase and foster the leadership and expertise of early-, mid-, and senior-career faculty; and provide opportunities for faculty dialogue, development, and renewal. During 2008-2009:

- The OFD sponsored 21 programs for faculty across career stages and disciplines. The total number of participants in OFD programming was 744, and included faculty members from all schools/colleges and most departments and programs. Women comprised 54% of the participants, and faculty of color, 35%.

- The OFD coordinated the second year of the Mellon Mutual Mentoring Initiative, a program funded by a three-year, $400,000 grant from The Andrew W. Mellon Foundation to support mentoring on campus.

- In 2008-2009, the OFD distributed $128,320 in grant funding through two grant competitions, the Mellon Mutual Mentoring Team Grant Program and the Mellon Mutual Mentoring Micro-Grant Program. The OFD supported 12 Team Grants and 15 Micro-Grants. The total number of participants in grant-supported projects was 165. Women comprised 39% of participants, and faculty of color, 54%.

- The OFD staff offered a wide range of services to the UMass Amherst community, including resources for faculty new to the area, programming to support the orientation of new faculty, mentoring best practices, college- and department-specific tenure preparation seminars, scholarly writing opportunities, and support of a positive work/life balance. The OFD also delivered consultations and presentations to a range of individuals, units, councils, and committees.

- The OFD collaborated and co-sponsored programs with the UMass Amherst Center for Teaching, Deans, Chairs, the Office of the Chancellor, the Office of the Provost, the Office of the Vice Chancellor for Research and Engagement, the Office of Information Technology, the UMass Amherst Libraries, the Writing Program, and the Five College Consortium (comprised of Amherst, Hampshire, Mount Holyoke, and Smith Colleges, and UMass Amherst).

- OFD staff also gave multiple conference presentations, completed review and editorial work, and published several journal articles as well as book chapters.

This Annual Report describes the ways in which the OFD promoted excellence in faculty development, and provides assessment data for the OFD’s programs and services during the 2008-2009 Academic Year (August 2008 through July 2009).
Program Areas

Orientation

At the start of each academic year, the OFD welcomes the many new tenure-track and full-time, fixed-term instructors who elect to be part of the UMass Amherst community (116 in 2008-2009). The OFD staff endeavors to welcome them graciously, inform them of key services and programs, direct them to appropriate on- or off-campus offices that can answer their questions, and provide them with opportunities to meet and network with their new colleagues, not only at UMass Amherst, but throughout the Pioneer Valley. The OFD staff has designed, organized, and facilitated a range of orientation and welcoming programs and services that include:

- **New Faculty Orientation**: Held on August 26, 2008, this campus-wide orientation for new faculty included 72 participants, as well as presenters from the Center for Teaching, the Office of the Vice Chancellor for Research and Engagement, the Office of Information Technologies, and the UMass Amherst Libraries. New faculty rated the overall effectiveness of the event as 4.38 on a 5-point scale.

- **Welcoming Reception for New UMass Amherst Faculty**: This campus-wide reception, held on August 27, 2008, hosted 132 new faculty and their partners, department chairs, deans, and campus-level academic leaders.

- **Mutual Mentoring Reception for New Faculty from the Five Colleges**: Designed to welcome academics new to the Pioneer Valley, this event on October 21, 2008, brought together 64 attendees from UMass Amherst, Amherst College, Hampshire College, Mount Holyoke College, and Smith College for a successful evening of professional networking and peer mentoring.

- **Mini-New Faculty Orientation for January Hires**: This event, aimed at new faculty who arrived at UMass Amherst in the spring semester instead of the fall, welcomed 5 new faculty members on January 15, 2009. New faculty rated the overall effectiveness of the event as 4.67 on a 5-point scale.

- **Web-based Resources**: In the fall of 2008, the OFD redesigned its website ([www.umass.edu/ofd](http://www.umass.edu/ofd)) to provide new and returning faculty with comprehensive information and resources on grants, faculty mentoring, campus leadership training, scholarly writing programs, tenure preparation, maintaining a work/life balance, as well as benefits, diversity, pedagogy, teaching technologies, course registration, and resources for researchers. In the first six months, the redesigned website received over 3,600 hits from 550 individual visitors in the United States, Canada, Mexico, France, Japan, Ghana, Portugal, Sweden, Iran, and Australia, as well as other countries.
Mentoring

The OFD encourages pre-tenure faculty to develop robust professional networks that include a variety of mentoring partners within and outside the UMass Amherst campus, and at a wide variety of career stages. This approach, which the OFD refers to as “Mutual Mentoring,” is based on the premise that the traditional mentoring model (i.e., top-down, one-on-one) does not necessarily fit all, and faculty should have access to funding and support in order to proactively create the mentoring networks that best address their unique contexts and professional needs. The OFD’s mentoring grant programs are funded by a generous grant from The Andrew W. Mellon Foundation. The proposals chosen for 2008-2009 grants demonstrated a wide range of mentoring forms – one-on-one; small and large group; peer and near-peer; cross-disciplinary; and intra- and inter-institutional. They also focused on a variety of topics selected by pre-tenure faculty as areas of interest and concern, including research productivity, tenure preparation, work/life balance, teaching tools, and professional networking.

Mellon Mutual Mentoring Team Grant Program

These one-year grants supported departmental, school/college, or interdisciplinary teams that designed their own mentoring programs for pre-tenure faculty. The OFD offered funds up to $10,000 per group. The following teams received grants in 2008-2009:

- African American Studies Faculty Cluster, HFA
- Chemical Biology Group, Interdisciplinary
- College of Social & Behavioral Sciences, SBS
- Computer Science Department, CNS
- Economics Department, SBS
- Isenberg School of Management, SOM
- Microbiology Department, CNS
- Music & Dance Department, HFA
- School of Education SCOPE Project, SOE
- Sociology Department, SBS
- UMass Amherst/Five College Asian Pacific American Studies, Interdisciplinary
- Work/Life Network, Interdisciplinary

Mellon Mutual Mentoring Micro-Grant Program

These one-year individual grants were awarded directly to pre-tenure faculty who proposed discrete projects that enabled them to expand their mentoring networks. A maximum of 15 grants were awarded, offering up to $1,200 each. The following individuals received grants in 2008-2009:

- Brent Auerbach, Assistant Professor of Music & Dance, HFA
- Enobong Hannah Branch, Assistant Professor of Sociology, SBS
- Tanya Fernando, Assistant Professor of English, HFA
- Mila Getmansky Sherman, Assistant Professor of Finance, SOM
- Dayo Gore, Assistant Professor of Women, Gender, Sexuality Studies, HFA
- Haivan Hoang, Assistant Professor of English, HFA
- Fidan Kurtulus, Assistant Professor of Economics, SBS
• Melissa Mueller and Janine Solberg, Assistant Professors of Classics and English, HFA
• Young Min Moon, Assistant Professor of Art, Architecture & Art History, HFA
• Christine Rogers, Assistant Professor of Public Health, SPHHS
• Jonathan Skolnik, Assistant Professor of German, HFA
• Lianhong Sun, Assistant Professor of Engineering, COE
• Laura Valdiviezo, Assistant Professor of Teacher Education & Curriculum Studies, SOE
• Stephen Watts, Assistant Professor of Political Science, SBS
• Lisa Wexler, Assistant Professor of Public Health, SPHHS

Mutual Mentoring Mini-Conference

The Team Grants provided mentoring support to 149 participants. The Micro-Grants were awarded to 16 participants (as noted above, one grant involved two participants). Both cohorts were invited to a February Mini-Conference programmed by the OFD, during which teams and individuals shared best practices, heard panel presentations by past grant recipients, strategized the rest of their grant year, completed a mid-term assessment of their activities, and further solidified networking partnerships.

Mutual Mentoring Assessment

In addition, at the end of the year, the OFD conducted a comprehensive, 14-item online survey of all Team and Micro-Grant recipients. The results of the assessment were highly promising and indicate that the faculty-driven infrastructure of the Mellon Mutual Mentoring Program supports the goals of the broader initiative. Highlights include the following:

• Approximately 49% of the Team Grant participants reported having no mentors or only one mentor at the beginning of their grant year, but 92% reported that they ended their grant year with at least one new mentor. Seventy percent of that subset reported having established two or more new mentoring partners. Of these new mentoring relationships, an overwhelming majority (95%) were considered likely to continue after the end of the grant year.

• Team participants saw several key benefits in the Mutual Mentoring model, including empowering early-career faculty to be proactive about their mentoring needs (71%); promoting networks of mentors instead of a single senior mentor (67%); and strengthening the connections between early, mid-career, and senior faculty (65%).

• Overall, 74% of the respondents described their experience as a Team Grant member as “Excellent” or “Very Good.”

• Like the Team Grant participants, the majority of Micro-Grant recipients (54%) reported having no mentors or only one mentor at the beginning of their grant year. One hundred percent of the Micro-Grant recipients established at least one new mentoring partner as a result of their grant, and 92% of these new relationships were considered likely to continue after the grant year ended.
Overall, 92% of the Micro-Grant recipients described their experience as “Excellent” or “Very Good.”

Women comprised 39% of participants in Mellon Mutual Mentoring Team and Micro-Grants, and faculty of color, 54%.

The Mutual Mentoring program was also instrumental in supporting scholarly productivity on campus. Sixty-seven percent of Team Grant Participants and 69% of Micro-Grant Participants reported that the program supported their writing and publishing goals.

Other Funding

In addition to administering the Mellon Mutual Mentoring Grant Program, the OFD provided grant support to the STEM Faculty Network, which in 2008-2009 provided networking opportunities for over 20 STEM faculty members. The group also worked to submit a grant proposal to the Elsevier Foundation to create a dependent care travel fund.

Tenure Preparation

After several years of offering a very highly regarded biannual, campus-wide tenure preparation and promotion seminar, the OFD began piloting college-specific workshops in 2008-2009 to give faculty the most specific, “local” tenure and promotion advice possible. After evaluating which colleges had the most number of pre-tenure faculty and therefore the greatest need for tenure support, the OFD co-designed programs with the following colleges:

- **The College of Social & Behavioral Sciences (SBS):** Held on November 4, 2008, the SBS workshop provided 21 faculty members with mini-tenure procedures; sample mini-tenure statements; and perspectives from near peers, department chairs, and personnel committee members. SBS faculty rated the overall effectiveness of the workshop as 4.79 on a 5-point scale.

- **The College of Natural Sciences & Mathematics (NSM):** Forty-nine faculty members attended the NSM workshop on March 6, 2009. Presenters discussed the process, procedures, and materials required for tenure, and peers within the college shared their experiences. NSM faculty rated the overall effectiveness as 4.70 on a 5-point scale.

- **The College of Humanities & Fine Arts (HFA):** Thirty-four faculty members attended the HFA workshop on February 27, 2009. College and department administrators and a former personnel committee chair provided their perspectives on promotion procedures and expectations, and a panel of associate professors shared strategies from their recent tenure experience. HFA faculty rated the overall effectiveness as 4.81 on a 5-point scale.
In addition, each workshop featured a post-workshop networking event. In the evaluations of the workshops, faculty were enthusiastic about receiving detailed feedback on expectations from their departments and colleges.

Scholarly Writing

Faculty at every career stage often struggle to find the time to invest in their scholarly writing. The OFD’s programming in this area is aimed at helping faculty develop positive, lifelong writing habits – alone and in professionally-facilitated groups – by encouraging regular investments in their writing. Our programming for 2008-2009 included the following:

- **Faculty Writing Place**: In cooperation with the UMass Amherst Libraries, the OFD maintains a quiet, distraction-free location in the W.E.B. Du Bois Library where faculty self-schedule writing time. In 2008-2009, 29 faculty members made 69 visits to the Faculty Writing Place to work on academic manuscripts and network with other faculty on campus.

- **Monthly Faculty Mini-Writing Retreats**: These events, held six times throughout the year, provided a productive and collegial writing environment for 35 faculty members at UMass Amherst. Participants used the time and space to work on book manuscripts and chapters, journal articles, and grant proposals.

- **Annual Faculty Writing Retreat, “A Room of Your Own”**: This writing retreat hosted 56 participants at the Willits-Hallowell Center at Mount Holyoke College on June 9, 2009. In our assessment of the event, faculty members rated the overall helpfulness of the retreat in jump-starting their summer writing projects as 4.83 on a 5-point scale. When asked the degree to which the retreat provided a suitable setting in which to work on their writing, participants provided a score of 4.89 on a 5-point scale.

- **June Summer Online Writing Fellowship**: Facilitated by a professional writing coach, the June Online Writing Fellowship program provided a regular, intensive writing structure to 36 faculty from across the Five Colleges. Participants used the fellowships to make significant progress on book proposals, grant proposals, journal articles, book chapters, public lectures, and presentation posters. In the OFD assessment of the program, faculty members rated the overall effectiveness of the writing group as 4.39 on a 5-point scale.

- **July Summer Online Writing Fellowship**: Designed similarly to the June Online Writing Fellowship program, the July fellowship provided a regular, intensive writing structure to 31 faculty from across the Five Colleges. Participants reported making significant progress on book proposals, grant proposals, journal articles, and book chapters. In the OFD assessment of the program, faculty members rated the overall effectiveness of the writing group as 4.46 on a 5-point scale.
January Break Professional Development Seminars

Many faculty members struggle to balance their teaching, research, and service responsibilities. To address this, the OFD offers January Break Professional Development Seminars that expose faculty to a diverse array of career-enhancing information, strategies, and techniques. Our January 2009 programming in this area included the following scholarly writing workshops:

- “From Dissertation to Book”: This workshop, attended by 24 pre-tenure faculty members on January 20, 2009, focused on crafting marketable, successful book proposals based on dissertations topics. When asked to rate whether or not the workshop was “informative and worthwhile,” participants gave the event a score of 4.28 on a 5-point scale.

- “Mechanics of Publishing”: This workshop, attended by 63 participants on January 21, 2009, provided understanding of the current academic publishing landscape and specific strategies for working with editors and publishers. When asked the degree to which the workshop was “informative and worthwhile,” participants rated the workshop as 4.78 on a 5-point scale.

In addition, the OFD arranged to have Beth Luey, the speaker for both of these workshops, provide individual consultations on manuscripts for 17 pre-tenure faculty.

Work/Life Balance

The OFD recognizes that faculty members are most productive and engaged in their work when they can maintain a work/life balance. To support this, the OFD offered the following resources, services, and institutional involvement in 2008-2009:

- The OFD updated its list of family- and individual-friendly resources and policies on its website. Topics include benefits, sick and parental leave, options for dual-career couples, childcare, adoption, and more.
- The OFD teamed with Sittercity, an online database of local caregivers, to provide full-time UMass Amherst faculty with complimentary access to Sittercity.com. The OFD is piloting the service for a one-year trial period to promote improved work/life balance by connecting faculty with hundreds of caregivers in the Pioneer Valley and beyond.
- In the spring semester, the OFD helped the Work/Life Network facilitate a series of seven work/life focus groups as part of a joint Massachusetts Society of Professors/Administration team to gather the concerns of librarians, contract faculty, associate faculty, and pre-tenure faculty. Results are currently being distributed to the campus community.

For more detailed information on the OFD’s program participation in 2008-2009, please refer to the chart on the following page.
### Campus Programming

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<tr>
<th>Event</th>
<th>Total Attendees</th>
<th>Asst. Professors</th>
<th>Assoc. Professors</th>
<th>Full Professors</th>
<th>Chairs/Deans</th>
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| Total ORF Program Participation    | 744             | 480              | 75                | 38              | 72           | 32     | 55    | 65            | 404   | 263              |
| By Percentages of Total            | 100%            | 65%              | 10%               | 5%              | 10%          | 4%     | 7%    | 9%            | 54%   | 35%              |

### Grant Participation

<table>
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<th>Grant Type</th>
<th>Total Participants</th>
<th>Asst. Professors</th>
<th>Assoc. Professors</th>
<th>Full Professors</th>
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<td>10%</td>
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### Notes:
- * Includes July 2009 Summer Writing Group totals in order to show continuity of academic year programming.
- ** In 2008-09, the OFD’s programs supported faculty from all schools/colleges and most departments and programs.
Additional Contributions

The Office of Faculty Development enhances the community of scholars at UMass Amherst not only through programming and resources, but also through discipline-specific consultations and presentations; teaching; and service on advisory boards, councils, and committees. In addition, the OFD actively contributes to the larger community of faculty developers, both nationally and internationally. The following is a list of the OFD’s additional contributions to higher education in 2008-2009.

Awards & Grants

- *Mellon Mutual Mentoring Initiative.* Co-PIs of a $400,000 grant awarded by The Andrew W. Mellon Foundation to University of Massachusetts Amherst to support new and under-represented faculty through mentoring, 2007-10. (C. Seymour, M.D. Sorcinelli & J.H. Yun)
- *Distinguished Visiting Professor.* American University in Cairo, Cairo, Egypt, March 15-22, 2009. (M.D. Sorcinelli)

Campus Services

The OFD conducted numerous individual, small-group, or group consultations, presentations, and focus groups for hundreds of individuals in a range of units, councils, and committees based on faculty development issues on campus. Formal consultations and presentations included:

- Chemistry Department Graduate Students (August 27, 2008) *Introduction to Teaching.*
- Office of Institutional Research (September 11 & 22, 2008) *Consultation on COACHE Survey.*
- UMass Amherst Foundation (September 22, 2008) *The Success of Women on Campus.*
- University of Massachusetts Office of the President (October 3, 2008) *Faculty Development Across UMass Campuses.*
- Foundation Relations (November 20, 2008) *Consultation on Mentoring.*
- Department of Natural Resources Conservation (December 8, 2008) *Consultation on Appointments, Annual Evaluations, and Faculty Development.*
- Work/Life Committee (January 5, 2009) *Consultation on Conducting Focus Groups.*
- The Office of the Chancellor (February 3, 2009) *Consultation on COACHE Survey.*
- Provost’s Deans’ Council (February 3, 2009) *Consultation on COACHE Survey.*
- Faculty Work/Life Affairs Committee (March 31, April 3, 7, 10, 24, 28, 30, 2009) *Focus Groups.*
- Open Educational Resources (May 19, 2009) *Consultation on O.E.R. Initiative.*
- Comparative Diaspora and Transnational Studies Cluster (June 4, 2009) *Proposal Consultation.*
- General Education Summer Institute (June 8-12) *Opening Remarks.*
- National Science Foundation Grant: Pathway to Sustainable STEM Faculty Diversity at UMass Amherst (June 16, 2009) *Proposal Consultation.*


**Council and Committee Participation**

- Advisory Board, Program for Undergraduate Mentoring and Achievement (M.D. Sorcinelli)
- Advisory Board, University Without Walls Program (M.D. Sorcinelli)
- Coordinator, Office of Faculty Development - COMECC Campaign Committee (J.H. Yun)
- Deans’ Council, Five Colleges, Incorporated (M.D. Sorcinelli)
- Faculty Senate Status of Women Council (M.D. Sorcinelli)
- Faculty Work/Life Affairs Committee (M.D. Sorcinelli)
- Provost’s Deans Council (M.D. Sorcinelli)
- Research Commons Committee Member, Research Council (M.D. Sorcinelli)
- Consultants on Work/Life Resources, STEM Elsevier Grant (J.H. Yun & M.D. Sorcinelli)

**Teaching and Advising**

- Teleconference Guest Speaker, *EDHI 788P: The Academic Profession*, for KerryAnn O’Meara, University of Maryland, June 4, 2009 (M.D. Sorcinelli)
- Instructor, *EDUC 846: The Academic Profession*, Co-taught with Benita Barnes, Fall 2008, 3 cr. (M.D. Sorcinelli)
- Member, Comprehensive Committee for Mary Farrell (M.D. Sorcinelli)
- Member, Doctoral Committee for Kate Hudson (M.D. Sorcinelli)
- Member, Doctoral Committee for Nancy Buffone (M.D. Sorcinelli)
- Member, Doctoral Committee for Kate Douglas (M.D. Sorcinelli)
- Member, Doctoral Committee for Alan Bloomgarten, winner of the dissertation of the year award from the International Association for Research on Service-Learning and Community Engagement (M.D. Sorcinelli)
- Member, Doctoral Committee for Kathryn Wiesbicki-Stevens (M.D. Sorcinelli)
- Member, Undergraduate Thesis Committee for Ryan Copeland (B. Baldi)

**External Colleges and Universities Served**

Representatives from other institutions and organizations often contact the OFD staff for advice and consultation. In the following list of institutions served, an asterisk (*) indicates that individuals from that organization visited the OFD at UMass Amherst or a representative of the OFD visited the institution in 2008-2009.

- American University of Cairo* (Egypt)
- American University of Ras Al Khaimah (United Arab Emirates)
- Beijing University* (China)
- Beijing Institute of Technology* (China)
- Beijing Normal University* (China)
- Boston University*
- Columbia University
• Cornell University
• Dickinson College
• Enderun Colleges (Philippines)
• Epigeum Ltd. (United Kingdom)
• Fetzer Institute*
• Franklin & Marshall College
• Gettysburg College
• Hampshire College*
• Harvard Graduate School of Education*
• Indiana University – Bloomington*
• Indiana University – Purdue University Indianapolis
• Johnson & Wales University*
• Louisiana State University*
• McMaster University (Canada)
• MentorNet
• Miami University of Ohio*
• Michigan State University
• Minnesota State College and Universities
• Mount Ida College
• New York University
• Norfolk State University
• North Dakota State University
• Oklahoma City University
• Purdue University
• Rose State University
• Ryerson University (Canada)
• Salem State College
• SUNY Fredonia
• SUNY Rutgers
• Texas A&M University
• University of Massachusetts Boston
• University of Massachusetts Medical School
• University of Michigan*
• University of Missouri – Columbia
• University of Nevada
• University of North Carolina Wilmington
• University of Rochester*
• University of Virginia
• University of West Florida
• University of Western Ontario (Canada)
• University of Windsor* (Canada)
• Virginia Technical University
• Westfield State College*
• Western Michigan University
• Women's University in Africa* (Zimbabwe)
Publications by OFD Staff


Presentations

- Sorcinelli, M.D. (October 16-19, 2008) *Uncovering the heart in higher education*. Chair, Working Group on Models of Leadership/Organizational Development, co-sponsored by the California Institute of Integral Studies, the POD Network in Higher Education, and the Fetzer Institute, The Fetzer Institute, Kalamazoo, MI.
- Sorcinelli, M.D. (November 16, 2008) *Mentoring new and underrepresented faculty*. Vice Provost and Dean of the Faculties Office, Indiana University – Bloomington, Bloomington, IN.
- Sorcinelli, M.D. (February 19, 2009) *How to develop an effective mentoring network*. Featured speaker, College of Letters, Sciences and Arts, University of Michigan, Ann Arbor, MI.
- Sorcinelli, M.D. (February 19, 2009) *Issues in faculty and teaching development*. Session with Center For Research on Learning and Teaching Staff, University of Michigan, Ann Arbor, MI.
- Sorcinelli, M.D. (March 18, 2009) *Good teaching and learning: How do you know?* Campus-wide workshop, American University in Cairo, Cairo, Egypt.
- Sorcinelli, M.D. (March 22, 2009) *Learners in focus: Innovative practices across the disciplines*. Keynote speaker, American University in Cairo, Cairo, Egypt.
• Sorcinelli, M.D. (April 2, 2009) *A resilient faculty for turbulent times: Setting the context, framing the issues.* Keynote Address, co-presented with G. Fraser, M. Gress, & R. Eugene Rice, Shaping Faculty Roles in a Time of Change, American Association for Colleges and Universities (AAC&U), San Diego, CA.

• Sorcinelli, M.D. (April 3, 2009) *Mentoring networks and the new professoriate.* Invited session, Shaping Faculty Roles in a Time of Change, American Association for Colleges and Universities (AAC&U), San Diego, CA.

• Sorcinelli, M.D. & Yun, J.H. (April 13, 2009) *Symposium on faculty networking and mentoring.* Featured Presentation, Boston University, Boston, MA.

• Sorcinelli, M.D. & Scott, L. (May 1, 2009) *Building an effective mentoring network.* Campus-wide Presentation, University of Rochester, Rochester, NY.

• Sorcinelli, M.D. (May 14, 2009) *Building your own mentoring network.* Campus-wide Presentation, Westfield State College, Westfield, MA.


**Review and Editorial Work**

- Editorial Board Member, Innovative Higher Education (M.D. Sorcinelli)
- Editorial Board Member, Journal of Excellence in Teaching and Learning (M.D. Sorcinelli)
- Editorial Board Member, Journal of Tertiary Learning and Professional Development (M.D. Sorcinelli)
- The Haworth Press, Inc. (M.D. Sorcinelli)
- Jossey-Bass Publishers (M.D. Sorcinelli)
- Professional and Organizational Development (POD) in Higher Education (M.D. Sorcinelli & J.H. Yun)

**National Committee Participation**

- Advisory Board, *Advancing Diversity through Alignment of Policies and Procedures.* National Science Foundation Institutional Transformation ADVANCE Grant, Michigan State University, 2009-2013. (M.D. Sorcinelli)
• Advisory Board Member, Faculty Survey of Student Engagement (M.D. Sorcinelli)
• International Advisory Council on Teaching and Learning, University of Windsor, Ontario, Canada (M.D. Sorcinelli)
• International Study Group for Research on Educational Development, Institute for the Advancement of Teaching in Higher Education, Canada (M.D. Sorcinelli)
• Professional and Organizational Development (POD) Network for Higher Education (M.D. Sorcinelli)
OFD Staff

MARY DEANE SORCINELLI, Associate Provost for Faculty Development, directs the Office of Faculty Development, which reports directly to the Provost. Dr. Sorcinelli also provides oversight of the UMass Amherst Center for Teaching and represents the Provost’s Office at the Five Colleges, Incorporated, through the Deans’ Council. She is a Professor in the School of Education’s Department of Education Policy, Research & Administration.

JUNG H. YUN, Director of New Faculty Initiatives, co-directs the Mellon Mutual Mentoring Initiative, provides counsel to the Associate Provost on all issues related to new and early-career faculty development, and serves as the organizational lead on select OFD programs.

BRIAN BALDI, Senior Project Manager, coordinates the communication of OFD initiatives, conducts consultations, interviews, and focus groups with faculty, and serves as the organizational lead on scholarly writing programming.

LILY LADEWIG, Graduate Student Intern, is an M.F.A. candidate in creative writing in the UMass Amherst English Department and assists with all office programming.

The Office of Faculty Development would also like acknowledge the administrative and collegial support of The Center for Teaching.