

# ESF Board of Trustees Meeting

**FEBRUARY 25, 2022** 

#### Office of the Provost

Dr. Samuel Mukasa



### Major Topics to Share

- Recent Faculty Developments/Accolades
- Action Planning (Discovery Challenge<sup>+</sup>)
- Faculty Demographics and Cluster Hiring
- New Mentoring Programs for Success
  - I. Faculty: Cohort Career Advising Program (CCAP)
  - II. Students: ESF Alumni Association Mentors

#### FACULTY HIGHLIGHTS

### Dr. Lee Newman

Named Chair of the Department of Chemistry



FACULTY HIGHLIGHTS

### Dr. Neal Abrams

Appointed Interim Director of ESF Open Academy



FACULTY HIGHLIGHTS

# Dr. Bahram Salehi

Appointed National Deputy Director of the Unmanned Aerial Systems Division for the ASPRS



Dr. Steven Shaw Dr. Lemir Teron Dr. Bob Malmsheimer Dr. Doug Burns

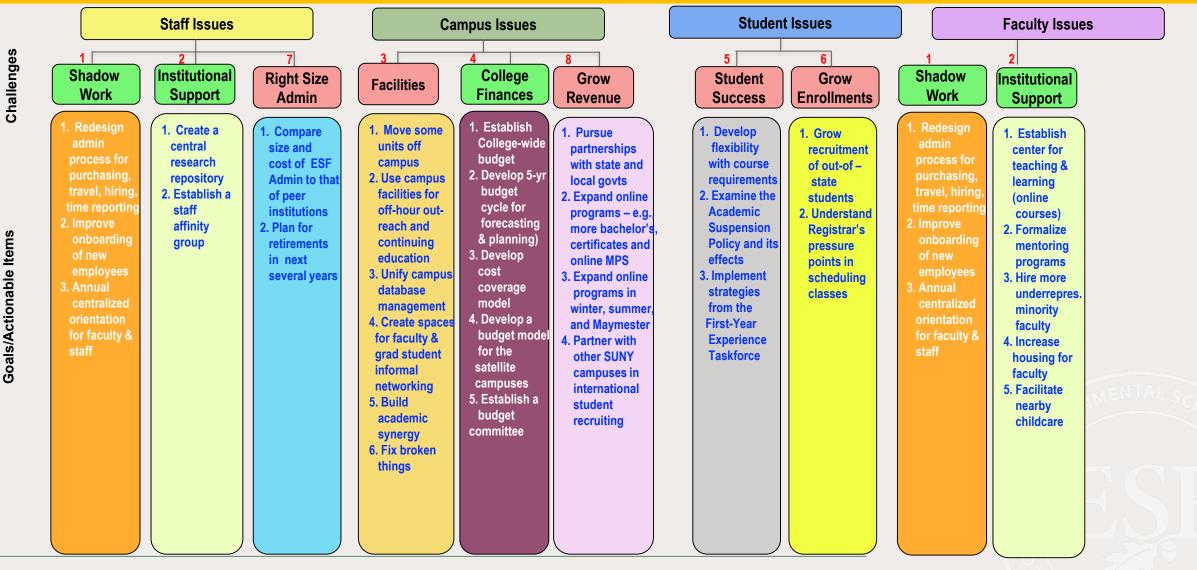
Faculty, Alumnus Appointed to State Climate Impacts Assessment Project

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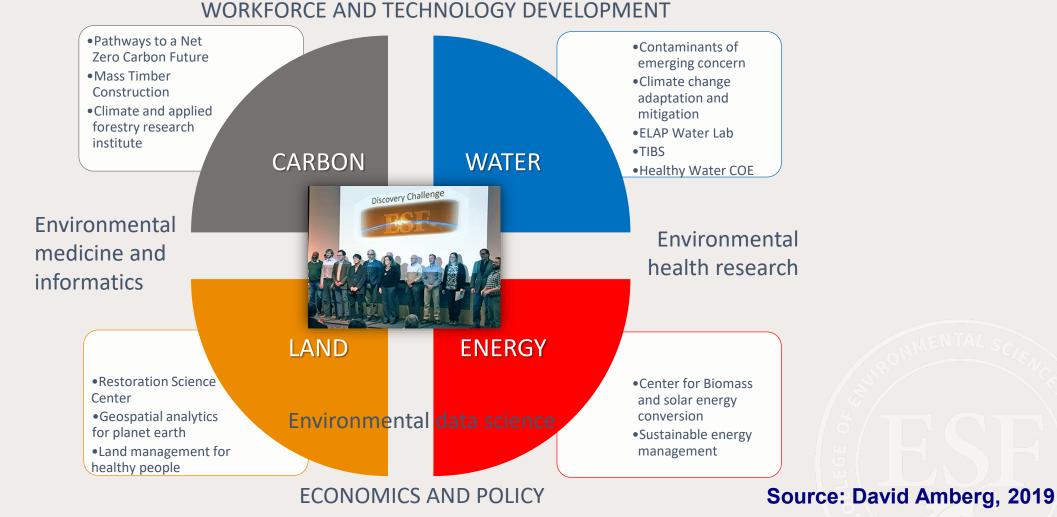
02/15/2022

#### **Discovery Challenge**

**Goals/Actionable Items** 



#### Discovery Challenge Projects: A model for grass-roots and top-down coordination



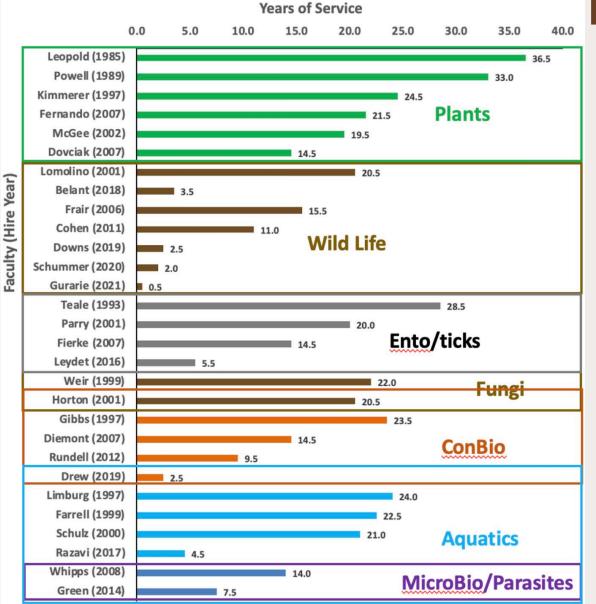
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#### 01/25/2022

### New Planning Ideas for ESF

	Student Issues			Faculty Issues			Campus Issues					
Themes	Access & Affordability	2 Wellbeing	3 Experiential Learning	4 Community Engagement	5 Faculty Development	6 P&T and Governance	7 Research Empowerment	8 Responsible Citizenry	9 Improved Visibility	10 Demographics and DEI	11 Development	12 Cybersecurity Data Analytics
Goals	<ol> <li>Create the "ESF Promise" for &lt;\$50K families</li> <li>Establish transition program for URM &amp; 1<sup>st</sup> gen students</li> <li>Expand academic calendar</li> <li>Broaden community engagement</li> <li>Grow ESF graduate program</li> <li>Speed up completion rates for MS &amp; PhD degrees</li> <li>Establish lifelong learning opportunities</li> </ol>	<ol> <li>Purposeful curriculum design</li> <li>Introduce community- building activities</li> <li>Continually demonstrate the value of ESF</li> <li>Establish a monthly "Accountabi- lity Report"</li> <li>Adapt non- email comms e.g. Mainstay with chatbot</li> <li>Build cohesion between faculty &amp; student support services</li> </ol>	<ol> <li>Build new degree programs w/ experiential learning opportunities</li> <li>Involve students in social &amp; environmental justice causes</li> <li>Grow STEM pipeline by engaging K-12</li> <li>Improve career preparedness programs academic and career advising, together</li> </ol>	<ol> <li>Student lectures to the public</li> <li>K-12 outreach w/ faculty and student orgs.</li> <li>Develop "STEMbassador" program</li> <li>Build partner- ship with alums to serve as mentors and coaches for grad/ugrad students</li> </ol>	<ol> <li>Reimagine pedagogies &amp; modalities</li> <li>Grow fundraising for faculty excellence</li> <li>Grow endowments for research &amp; retention cases</li> <li>Modernize research portfolio</li> <li>Incentives for research productivity</li> <li>IP/Entrep. learning opportunities</li> </ol>	<ol> <li>Promotion guidelines for Associate Professors</li> <li>Promotion guidelines for instru- ctional faculty</li> <li>Promotion guidelines for Research Faculty</li> <li>Start a monthly townhall meeting for faculty</li> </ol>	<ol> <li>Address infrastructure. issues to improve research competitive- ness</li> <li>Develop faculty clusters in key areas of inter- disciplinary research</li> <li>Recruit more int'nl PhD students</li> <li>Identify resources to pay GA's a living wage</li> <li>Resurrect "Discovery Challenge Report"</li> </ol>	<ol> <li>Faculty lectures to the public</li> <li>K-12 outreach with students</li> <li>Promote sustainable practices in community</li> <li>Timely response to comm. questions</li> </ol>	<ol> <li>Unwrap the gem through deliberate branding</li> <li>Develop exchange programs overseas</li> <li>Recruit more int'nl students to ESF</li> <li>Maintain core strengths</li> <li>Beautify the campus</li> <li>Develop the "long game" for ESF (long- range plan)</li> <li>Develop highly visible climate action plan</li> </ol>	<ol> <li>Connect with K-12 for recruiting</li> <li>Create an academic transitional program for 1<sup>st</sup> gen and URM students</li> <li>Train search committees about implicit bias</li> <li>Holistic evaluation of grad/ugrad applicants</li> <li>Inclusive workplace culture</li> <li>Work adaptation – remote &amp; hybrid</li> </ol>	1. Strengthen alumni relations 2. Grow fundraising capacity 3. Grow endowments for student scholarships to fulfill the "ESF Promise"	<ol> <li>Secure cyber via cloud services</li> <li>Unified data analytics platform (KPIs)</li> <li>Introduce dual authentication</li> <li>Establish a strategy for disruptive technologies (AI, IoT, ML)</li> </ol>

#### Faculty Demographics at ESF



#### **Example: Environmental Biology**

- Illustration of our strengths and weaknesses in a single department
- Visualization of developing vulnerabilities in specialization areas due to faculty age demographics
- Allows us to plan opportunistically to balance between fortifying areas of excellence and growth in new and emerging fields

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#### Faculty Replacements – Cluster Approach





#### Metaphor: "Lone wolf vs Wolfpack"

- Establish interdisciplinary and crossdepartmental bridges
- Build a sense of community and belonging by being part of a cohort
- Proven vehicle for helping to diversify the faculty; It is imperative to make diversity goals explicit from the beginning
- A future based on inclusive excellence because we are going to need all hands on deck
- Integration of clusters in the research fabric of the campus

### Faculty Cluster Hiring

#### **Recruiting begins before we have a position**



- We plan to network directly with young scholars, including our own students, and will invite them to speak
- We will foster connections with other institutions to identify and track promising candidates
- We will widen the pool from which we recruit; actively pursue candidates thriving at less well-ranked institutions

#### **Cohort Career Advising Program**



- Faculty cohorts hired together to conduct collaborative research in a preselected area
- Shaping university/college curricula of the future together
- Opportunity to build faculty diversity
  - Casting a wide net during the search
  - Creating a level playing field
  - Holistic review
- CCAP strategy to multiply one's network and potentially grow collaborative research

# Student Mentoring and Placement **ESF Alumni Association Working With the Provost**

