

MEMORANDUM

Office of the Provost

To: All Faculty
From: C.L. Max Nikias, Provost
Ann Crigler, Professor
President, Academic Senate
Date: November 2, 2007
Subject: Faculty Growth

C.L. Nikias
Ann H. Crigler

We are pleased to update the faculty on recent progress on the Faculty Growth and Development Initiative of December 5, 2005.

* Our past work has been recognized by a new 6-year grant from the Andrew W. Mellon Foundation to support faculty mentoring efforts.

* The Academic Senate has recommended that the Faculty Handbook be amended to specify mentoring as a responsibility alongside teaching, research and service, and as a criterion for evaluation of senior faculty.

* A university-wide Mentoring Forum has been set up to share best practices from across USC's schools and disciplines.

* The Academic Leadership and Development Committee has expanded its workshop series on both the UPC and HSC, to assist faculty with career advancement, leadership training, and personal growth. See <http://www.usc.edu/facultyworkshops>

* At the request of Ann Crigler, President of the Senate, following her meeting with the Medical Faculty Assembly, the provost's office has agreed to work with schools on providing individualized development plans for faculty, including long-term associate professors who wish to seek promotion, others who might want to change directions in their careers, those who need help trying to jump start their careers, and any faculty who would benefit from such plans.

* The new Center for Excellence in Research, developed under Senate past president Maja Mataric, provides research mentoring to faculty university-wide. The Center in Teaching, now led by Senate past president Lawford Anderson, is available to provide mentoring on teaching.

* To support school and department efforts for faculty growth and recognition, Professor Judy Garner of the Keck School of Medicine has been appointed Associate Provost for Faculty Development. She has been chair of the Academic Leadership and Development Committee and has been enthusiastically involved in faculty mentoring efforts at the Keck School as the Assistant Dean for Faculty Affairs.

With the combined leadership of the Academic Senate and of faculty committees at the university and school levels, we are dedicated to enhanced efforts to make mentoring and the support of faculty growth integral parts of USC's academic culture.