



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⁺)
- Faculty Demographics and Cluster Hiring
- New Mentoring Programs for Success
 - I. Faculty: Cohort Career Advising Program (CCAP)
 - II. Students: ESF Alumni Association Mentors



Dr. Lee Newman

Named Chair of the Department
of Chemistry



Dr. Neal Abrams

Appointed Interim Director of
ESF Open Academy



Dr. Bahram Salehi

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



FACULTY HIGHLIGHTS

Dr. Steven Shaw

Dr. Lemir Teron

Dr. Bob Malmshheimer

Dr. Doug Burns

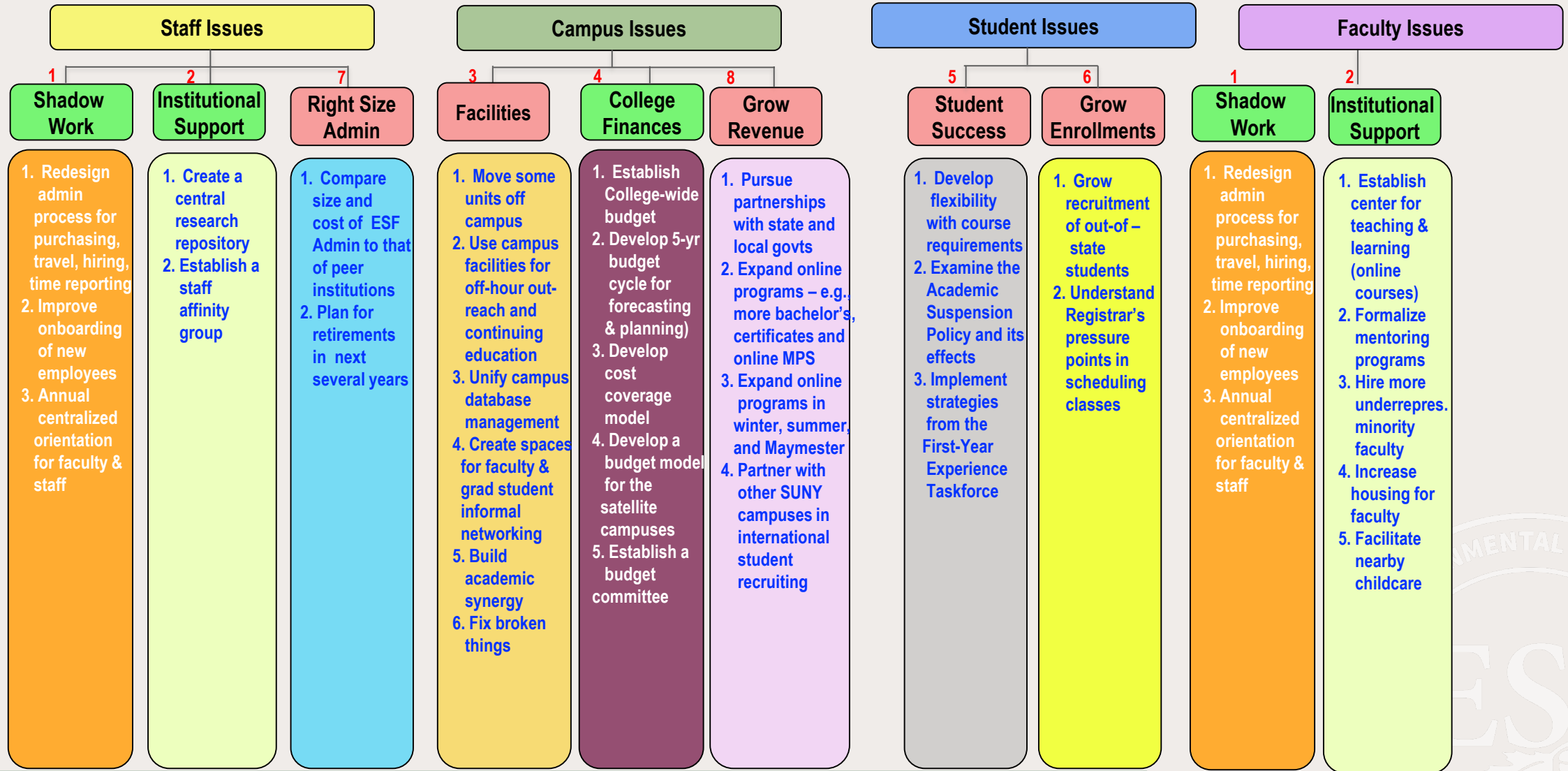
Faculty, Alumnus Appointed to State
Climate Impacts Assessment Project



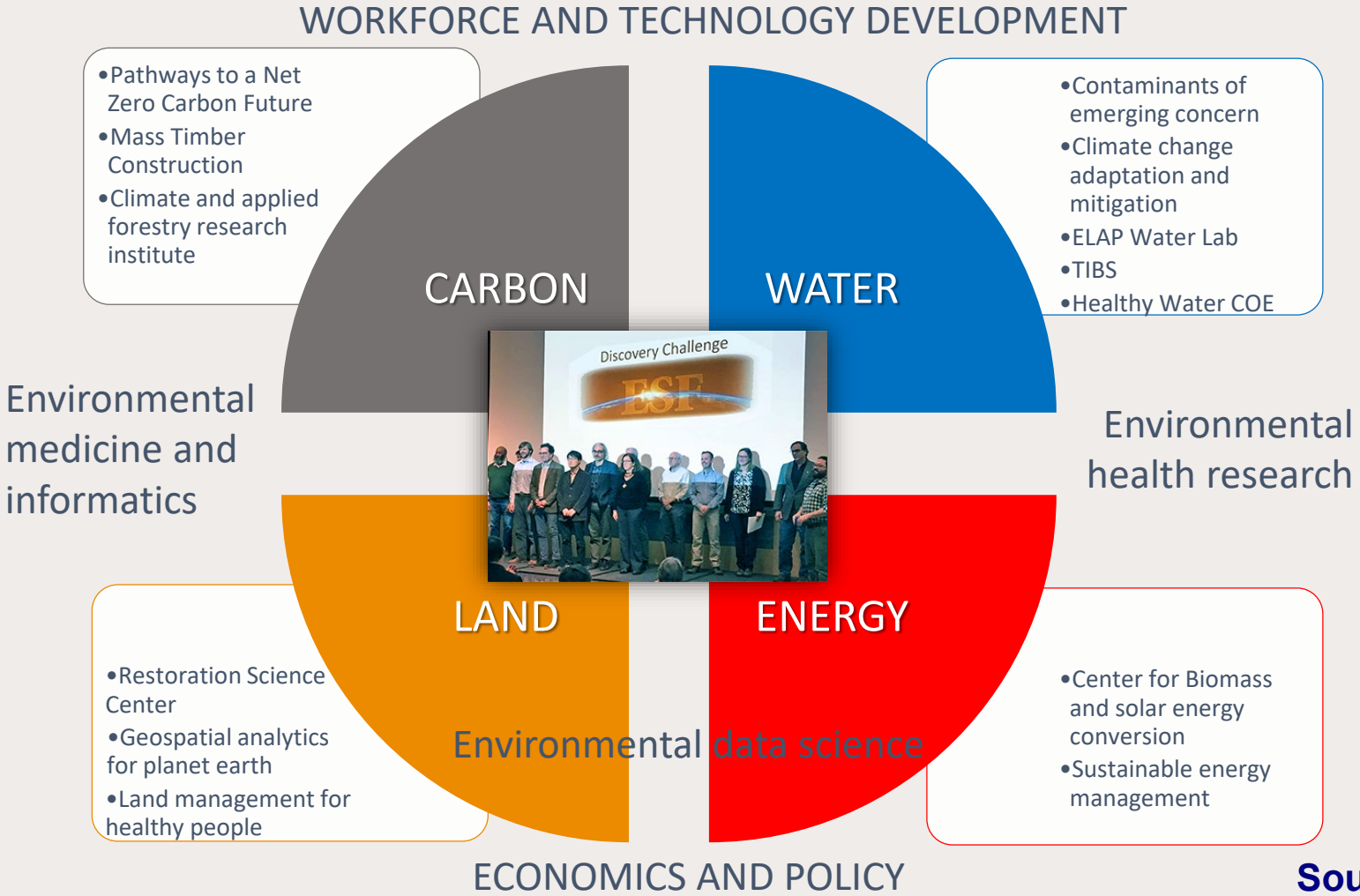
Discovery Challenge

Challenges

Goals/Actionable Items



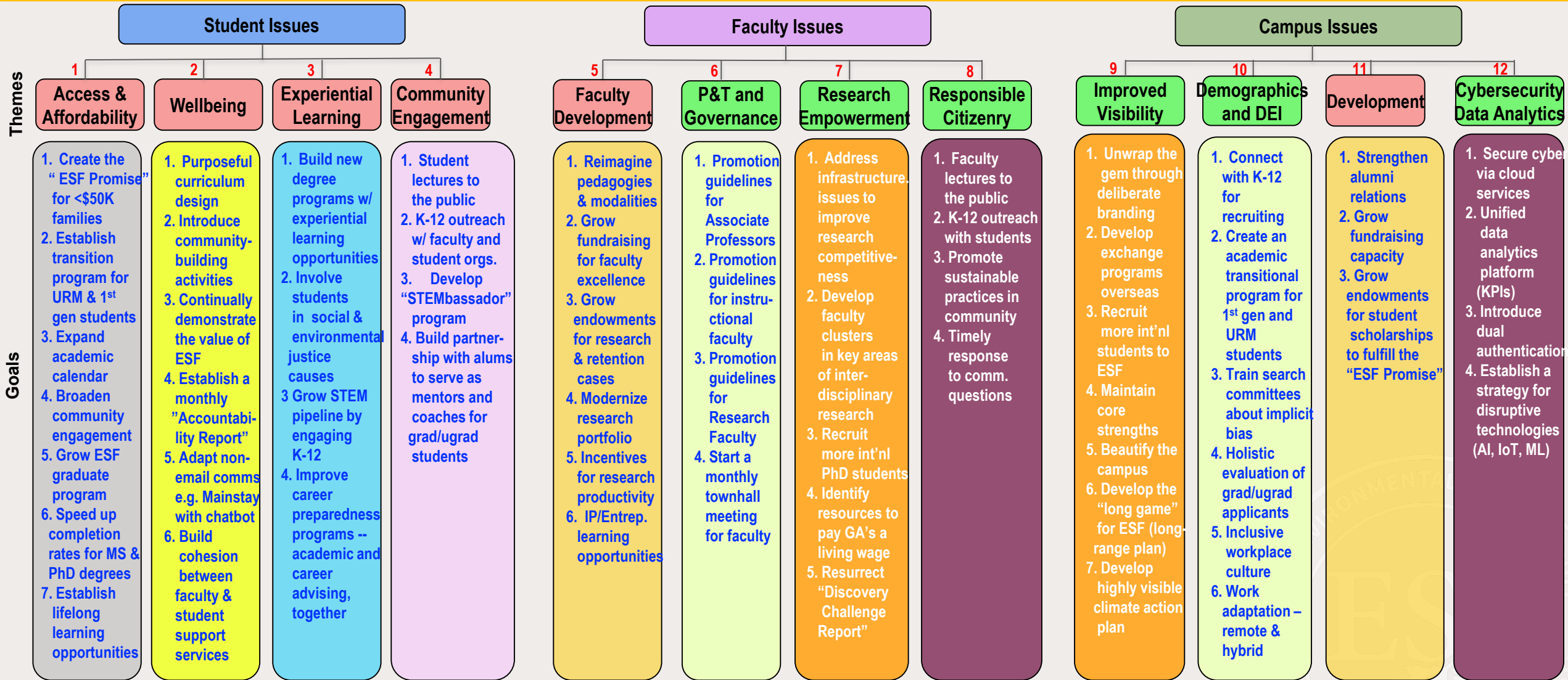
Discovery Challenge Projects: A model for grass-roots and top-down coordination



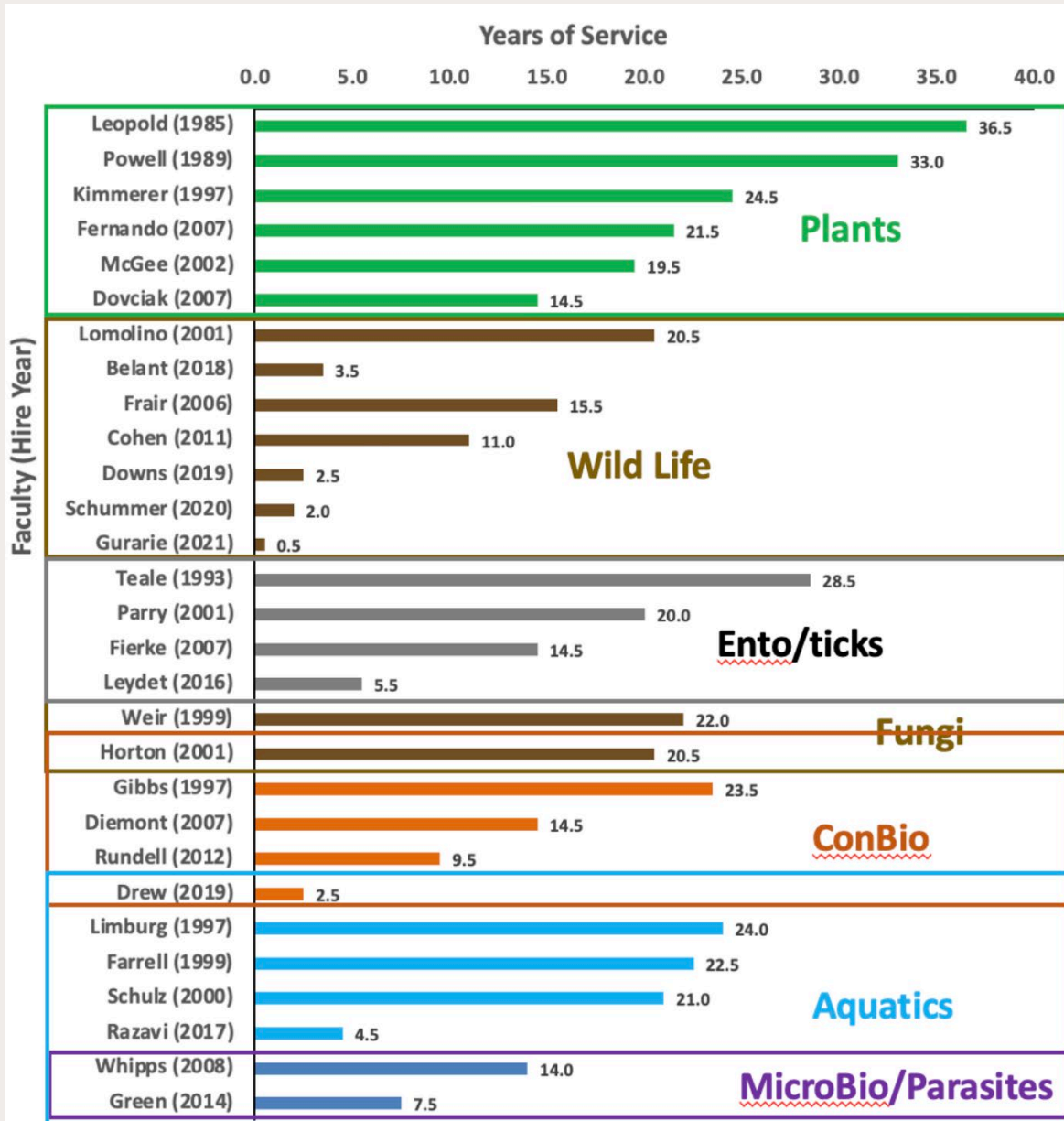
Source: David Amberg, 2019



New Planning Ideas for ESF



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**

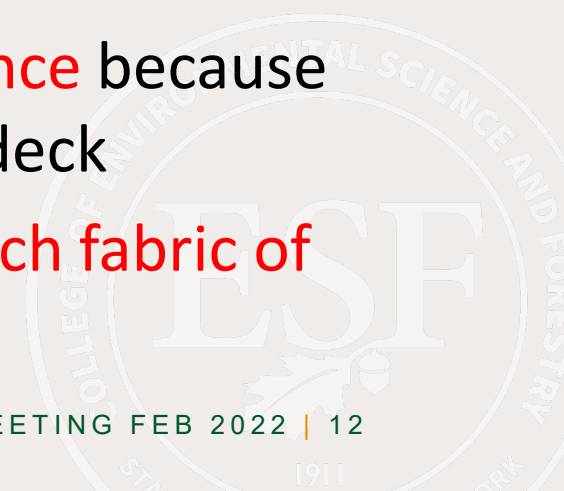


Faculty Replacements – Cluster Approach



Metaphor: “Lone wolf vs Wolfpack”

- Establish **interdisciplinary** and cross-departmental 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

