



# Center for Faculty Development & Advancement

UNIVERSITY OF COLORADO **DENVER** | **ANSCHUTZ MEDICAL CAMPUS**

## 2023-2025 CFDA Strategic Plan

### **Introduction**

The Center for Faculty Development & Advancement (CFDA) serves the University of Colorado Denver | Anschutz Medical Campus through its programs and resources. The CFDA manages resources designed to increase the wellbeing of the individual more so than an instructor's teaching techniques. We would like to help develop the professional and personal capacities that allow for successful job performance and job satisfaction. As such, the CFDA views faculty development as an organized and goal-directed process to achieve career progression and growth.

The 2025 strategic plan provides an overview of the organizational structure of the CFDA, outlines the center's mission and vision, and ends by presenting a series of priorities and action items to be addressed during the next three years (January 2023-December 2025).

### **Organizational Structure**

At present, the CFDA employs two part-time faculty: Director Dr. Karen Sobel (on a .49 appointment), Assistant Director Dr. Thorsten Spehn (on a .49 appointment). The CFDA also relies on the contributions of several Faculty Fellows. These faculty members from across the university receive a stipend (\$3000 to \$5000 annually) to design and provide programming in specific areas. The CFDA currently employs five faculty fellows: Sarah Hagelin, Storm Gloor, Ivan Ramirez, Rachel Stein and Sonja Ziniel. We plan to hire at least 1 more fellow during AY23, in support of the strategic priorities outlined below.

The CFDA reports to Dr. Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs. The center also works with administrators and instructors across the Denver and Anschutz Medical Campus to align its work with major campus initiatives. As such, we closely collaborate with the Division for Teaching Innovation and Program Strategies, the Office of Diversity, Equity and Inclusion, the Office of Institutional Research and Effectiveness, Faculty Assembly and the University of Colorado Denver Association of Lecturers and Instructors (UCDALI).

## **Mission and Vision**

### **Mission Statement**

The **mission** of the CFDA is to support faculty and staff of the University of Colorado Denver | Anschutz Medical Campus with programs and resources as they

- grow as leaders in the university, their communities, and fields,
- work toward rank advancement,
- thrive as members of our campus community, and
- feel equally included in all aspects of campus life.

### **Vision Statement**

We **envision** a world in which our colleagues succeed in developing their unique qualities, expertise, passions, and capabilities to positively influence the campus, the community, and the world around them.

### **Strategic Priorities**

Our strategic planning process has revealed important themes in terms of faculty needs and goals. We plan to address these needs with services based on with the following strategic priorities:

**Strategic Priority 1:** Foster a campus culture that supports faculty from marginalized groups.

- Goal 1: Integrate values and practices of diversity, equity, and inclusion (DEI) into CFDA portfolio, as well as the CFDA's practices.
- Goal 2: Collaborate with CU Denver's Faculty Fellow for Equity, Diversity, and Inclusion to design programming, integrate values, and assess success of DEI efforts.
- Goal 3: Create several communities of practice to support faculty who self-identify as belonging to marginalized groups, in partnership with CU Denver's Faculty Fellow for Equity, Diversity, and Inclusion.
- Goal 4: Support Dr. Jieun Lee as she develops toolkits to better address the needs of international faculty with special focus on women.
- Goal 5: Hire a Faculty Fellow to focus on workshops for international women faculty.
- Goal 6: Redesign Multicultural Mentoring in collaboration with the Office of Diversity, Equity and Inclusion

**Strategic Priority 2:** Support mid-career and mature faculty in post-tenure career group.

- Goal 1: Continue to develop “Associate to Full Professor” program on the Denver Campus.
- Goal 2: Explore possibilities for bringing the program to AMC.
- Goal 3: Support colleagues at other institutions by writing about Associate to Full Professor programming & related topics.
- Goal 4: Explore potential offerings for mature-career faculty.

**Strategic Priority 3:** Expand outreach, programming and other services for instructional, research, and clinical (IRC) faculty members as based on Provost Nakuma’s “roadmap” in collaboration with the Office of Faculty Affairs and the University of Colorado Denver Association of Lecturers and Instructors.

- Goal 1: Establish and administer professional development funds earmarked for IRC faculty.
- Goal 2: Seek matching funds from Primary Units to further increase professional development funding available to IRC faculty.
- Goal 3: Contribute to a culture of collegiality and inclusion starting with new faculty orientation.
- Goal 4: Improve website resources for IRC faculty.
- Goal 5: Review dossiers for reappointment and promotions.

**Strategic Priority 4:** Connect with Anschutz Medical Campus (AMC) faculty units; initiate selected CFDA supports for AMC faculty.

- Goal 1: Hire a second Faculty Fellow from AMC who will support the CFDA as it identifies partners and existing programs at AMC.
- Goal 2: Increase outreach and collaboration with existing faculty development and mentoring programs at AMC
- Goal 3: Perform an environmental scan of mentoring at AMC.
- Goal 4: Identify missing parts of AMC mentoring offerings; build mentoring services as needed.
- Goal 5: Support greater understanding of rank advancement processes, documents, and expectations on both the Denver Campus and AMC.
- Goal 6: Connect with senior faculty who can represent AMC at CFDA programming.
- Goal 7: Create the first Mentoring Circle at AMC.

**Strategic Priority 5:** Revise New Faculty Orientation.

- Goal 1: Raising participation rate in NFO Programs
- Goal 2: Provide guidance for new faculty into the third year through establishment of several contact points including initial contact, welcome day, mentoring circles and self-directed Canvas Resources.
- Goal: Set up speedtypes for all new faculty and fund with a small amount to incentivize future efforts to obtain professional development grants.

**Strategic Priority 6:** Connect with external faculty affairs professionals.

- Goal 1: Build and strengthen our connections with faculty affairs and faculty development professionals at AMC.
- Goal 2: Build and strengthen our connections with faculty affairs and faculty development professionals across the University of Colorado System.
- Goal 3: Explore and pursue strategic opportunities to connect with faculty affairs and faculty development colleagues nationally and internationally.

## **Epilogue**

The CFDA looks forward to supporting CU Denver | Anschutz Medical Campus faculty over the next three years as they use their expertise and passions to grow as members of the campus, the community, and beyond.

We appreciate the constructive feedback that faculty across the Denver and Anschutz Medical Campuses continue to share with us. Suggestions, concerns and needs of our colleagues are important aspects of how we continue to evolve and serve as a center for faculty development.