2015 Research Retreat
Thursday, April 9th
Columbia Metropolitan Convention Center
Lexington Room, 1st Level

8:00 am: Registration and networking cafe

8:30 am: Morning general session begins

Welcome
Helen Doerpinghaus, Ph.D., interim executive vice president for academic affairs and provost

Annual Research Report
Prakash Nagarkatti, Ph.D., vice president for research

Session I - Faculty mentoring and leadership
Dr. Jeanette Andrews, dean, College of Nursing
Dr. Anna Scheyett, dean, College of Social Work

10:45 am: Morning break

11:00 am: Morning general session resumes

Session II - Diversity in research
Dr. John Dozier, USC chief diversity officer

12:15 pm: Break for lunch

12:45 pm: Afternoon general session begins

Session III - Interdisciplinary Graduate Education at USC
Dr. Lacy Ford, senior vice provost and dean of graduate studies
Dr. Harry Ploehn, vice provost and director of academic planning

1:45 pm: Closing thoughts
Prakash Nagarkatti, Ph.D., vice president for research

2:00 pm: Adjourn
FREE Hot Spot Wireless Internet Access

- (2Mbps bandwidth shared among ALL free wireless users)
- Hotspot wireless SSID = CMCC_Hotspot
- Guest access login is required
  - For Guest access, please use your complete email address (ex.: johndoe@mycompany.com)
- Log-in instruction - Open your browser with an 802.11a/b/g/n compliant device and you will see the log in screen shown below. If your machine does not automatically redirect to the screen below, manually insert bluesocket.columbiacvb.com into your address bar. **Fill in the appropriate YELLOW box (Don’t forget to check the ‘I accept terms…’ box) Then click on ‘Log In’. Please see screen shot below.

Welcome to the Columbia Metropolitan Convention Center

We are pleased to provide you with Internet services. Please note: The Columbia Metropolitan Convention Center does not assume responsibility for any malicious computer-based attacks while using this service. If you accept this disclaimer, please continue to login. To login as a guest, simply enter your email address in the “Guests” login area and click the “Log In” button. This will provide you with limited access to Internet based services. For upgraded access to Internet Services, please contact your Event Coordinator.

Thank You
Session leaders have provided the following information for your review. In an effort to save paper, there will be limited hard copies of this information available at the registration desk.

**Session I – Faculty Mentoring and Leadership**

**Moderators – Jeanette Andrews and Anna Scheyett**

**Goal:** To develop the potential of individual faculty members in their multifaceted faculty role--teacher, scholar, professional, public servant--through orientation, mentoring, ongoing development, and shared faculty governance

**Procedures:**

1. The Dean, in collaboration with the Associate Deans and Faculty Chair, will assign a mentoring team consisting of a primary mentor and additional mentors for teaching and evaluation/tenure processes prior to the start date for each new faculty.
2. The primary mentor responsibilities are indicated in the respective column below. The secondary mentors are less formalized and will be contacted by the mentee for the specific needs related to teaching/evaluation.
3. The mentee responsibilities are indicated in the respective column below.
4. The mentee/mentor assignments may be revised/reassigned if lack of “fit” or other potential concerns, in communication with the Dean by the primary mentor and mentee.

<table>
<thead>
<tr>
<th>Orientation</th>
<th>Primary Mentor Responsibilities</th>
<th>Mentee Responsibilities</th>
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<tbody>
<tr>
<td><strong>Academia</strong></td>
<td>Faculty Duties and Responsibilities</td>
<td>Role modeling and guidance by senior faculty and College leadership team related to academic culture</td>
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<tr>
<td><em>University Faculty Handbook</em></td>
<td>1:1 meeting with mentee monthly for first 6 months and as needed</td>
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<tr>
<td><a href="http://www.sc.edu/policies/facman/columbiamanual.shtml">http://www.sc.edu/policies/facman/columbiamanual.shtml</a></td>
<td>- Goal setting and advising</td>
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<tr>
<td>CON Faculty/Staff Handbook</td>
<td>- Balancing priorities</td>
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<td>- Leadership development</td>
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<td></td>
<td>Act as an advocate for your mentee</td>
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<td>Annual goal setting and review of achievements with mentor</td>
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<td>Initiate/set up time to meet with primary mentor on a monthly basis (and/or more frequently as needed)</td>
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<td>Set up meetings with other mentors (initial meeting, then as needed)</td>
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<td>Ask for what you need to be successful</td>
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<tr>
<th>University organization</th>
<th>About USC</th>
<th>USC New Employee Orientation</th>
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<tr>
<td>(Orientation provided by University Dept of Human Resources Management)</td>
<td>General Information</td>
<td>Benefits Overview &amp; Retirement Options</td>
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<td>Holiday/Leave</td>
<td>USC ID badge</td>
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<td>Parking arrangements</td>
<td>Forms</td>
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<td>University Policies</td>
<td>Graduation attendance/regalia/traditions</td>
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<tr>
<td><strong>Orientation</strong></td>
<td><strong>Primary Mentor Responsibilities</strong></td>
<td><strong>Mentee Responsibilities</strong></td>
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| **Tour of campus & campus map**  
[http://www.sc.edu/cgi-bin/uscmap/overview.cgi](http://www.sc.edu/cgi-bin/uscmap/overview.cgi) | Invite/accompany to College celebrations and meetings  
Role modeling and guidance by senior faculty and College leadership team related to organizational culture and shared governance  
Tips on policies and navigation  
Share CV; provide exemplars of evaluation processes, portfolio’s  
**Major Events:**  
CON Convocation (May)  
Mary Ann Parsons (Spring)  
Vianna McCown (Fall)  
Commitment to Caring Ceremony (Fall)  
Freshman Tea (Fall) | Order regalia for graduation/convocation events  
Faculty Assembly participation (Individual)  
Committee and task force membership and leadership (Individual)  
Ask questions  
Meet with Faculty Chair – Dr. Joan Culley (as needed) |
| **College organization**  
(Materials provided during faculty/staff orientation) | **College Policies***  
Appointment, Promotion, and Tenure  
Faculty Workload  
Annual Evaluation  
Curriculum vitae format  
Emergency Response Plan  
**CON Faculty/Staff Handbook** | **Support services**  
Faculty Support  
Role responsibilities of administrative staff  
Frequently Asked Questions  
Purchasing and travel and lodging reimbursement requirements  
Ordering USC business cards  
Classroom Reservation Agreement Form  
Request for Leave  
Facsimile Transmittal Sheet  
Meeting agenda and minutes forms  
**Information Technology Center**  
USC Computer Use Policy  
Exchange e-mail/calendar/contacts  
MS Outlook  
University Web sites (Bulletin, HR forms, room reservations, Blackboard, etc.)  
College Web site and Intranet (K Drive)  
Resources for online teaching (podcast, Breeze, etc.)  
Office of Development  
Office of Marketing | Assist to navigate support services (organize with other mentors to assist) | Updates via Faculty Assembly (College leadership team)  
Meet with: (as needed)  
IT Director (Ben Card)  
Facilities Manager (Felecia Stevenson)  
Business Director (XXX)  
Human Relations (Becki Dangerfield)  
Asst Dean for Operations (Rod West)  
Special Projects Director (Cheryl Nelson)  
Kimberly Bradshaw (Support staff)  
Monica Cromer (Director of Development)  
Jan Johnson (Public Relations)  
Vera Polyakova-Norwood – Director, Online Learning |
<table>
<thead>
<tr>
<th>Student-related affairs</th>
<th>Orientation</th>
<th>Primary Mentor Responsibilities</th>
<th>Mentee Responsibilities</th>
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<tbody>
<tr>
<td>Office of Student Services</td>
<td>Preregistration</td>
<td>Role model advising during a new faculty member’s first year of advising</td>
<td>Updates via Faculty Assembly (Associate Dean for Academics)</td>
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<td></td>
<td>Student records</td>
<td>Other mentors may assist</td>
<td>Meet with: (as needed)</td>
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<tr>
<td></td>
<td>Blackboard</td>
<td>Facilitate navigation with resources</td>
<td>Prof. Gloria Fowler (Director student services)</td>
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<td>Online Student &amp; Course E-Mail Lists</td>
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<td>Gail Vereen (Academic Operations)</td>
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<td>Student affairs</td>
<td></td>
<td>Christine Hodgson (NP/DNP student advisor)</td>
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<td>CON Student Government Association</td>
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<td>Helen Halasz (PhD student advisor)</td>
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<td>CON Graduate Student Organizations</td>
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<td>Dr. Kathy Lasala - Assoc. Dean for Academics</td>
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<td>Family educational Rights &amp; Privacy Act</td>
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<td>Prof. Kim Glenn – Asst Dean UG</td>
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<td>Disabilities Act</td>
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<td>Dr. Stephanie Burgess – DNP/MSN Program Director</td>
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<td>Other University Resources (Magellan, Capstone, student services)</td>
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<td>Dr. Deanne Messias – PhD Program Director</td>
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<tr>
<td>Scholarship of teaching</td>
<td>Office of Academics</td>
<td>Facilitate successful development of teaching scholarship</td>
<td>Chair – Student Affairs Committee</td>
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<tr>
<td></td>
<td>Strategic plan: Goals, objectives, priorities</td>
<td>Assist to establish short term (i.e., 1 year) and long-term (i.e., 5 year) goals with detailed operational plan that is reviewed and updated annually.</td>
<td>Meet with Dr. Kathy Lasala, Assoc. Dean for Academics, as needed</td>
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<td>Academic programs</td>
<td>- Include in plan publications and national presentations (if education is primary focus of scholarship) – See Attachment 1 or 2 as guide</td>
<td>Meet with Program Directors, as needed</td>
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<tr>
<td></td>
<td>CON Student Handbook (Graduate and Undergraduate)</td>
<td></td>
<td>Develop working draft of short term and long term teaching goals and set up time to review with mentor (1st 3 months). Review and update annually.</td>
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<td>Student advising responsibilities and process</td>
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<td>Participate in faculty development series</td>
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<td>Reporting and changing grades</td>
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<td>Participate in programs offered by Center for Teaching Excellence</td>
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<td>Course, faculty, and student evaluation system</td>
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<td>Initiate/set up time for peer review with teaching mentor during first 6 months</td>
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<td>Faculty course summaries</td>
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<td>Participate in writing club (monthly)</td>
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<td>Course syllabus format</td>
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<td>Participate in Graduate or Undergraduate Council (based on teaching assignments)</td>
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<td>Peer evaluation</td>
<td>Use of evidence-based practice/teaching principles</td>
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<td>Vera Polyakova-Norwood – Director, Online Learning</td>
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<td>Educational technology</td>
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<td>Orientation to Blackboard</td>
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<td>Introduction to Blackboard</td>
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<tr>
<td><strong>Scholarship of research</strong></td>
<td><strong>Orientation</strong></td>
<td><strong>Primary Mentor Responsibilities</strong></td>
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| Office of Research & Evaluation  
Strategic plan: Goals, objectives, priorities  
Functions, services, ongoing research projects  
Research development and support resources within the College and University  
Center for Cancer Survivorship  
Center for Healthcare Process and Redesign | Facilitate successful development of the research career of junior researchers/TT faculty  
For TT faculty - Assist to establish short term (i.e., 1 year) and long term (i.e., 5 year) goals with detailed operational plan that is reviewed and updated annually.  
See Attachment 1 or 2.  
Statement of focus of research program  
Long-term goal  
Detailed 1-year operational plan that is evaluated & revised annually. Includes manuscript & grant application submission dates over time, as appropriate | Meet with Dr. Bernie Pinto, Associate Dean for Research, as needed  
Develop working draft of short term and long-term research goals and set up time to review with mentor (1st 3 months).  
Review and update annually.  
Participate in programs offered by the University Office for Research Development  
Participate in writing club (monthly)  
Participate in College research development & support opportunities:  
Office of Research Development (ORD)  
When examples of work are shared, respect the confidentiality/trust that has been placed and do not share with others  
Be open and available to informal mentoring  
Be a good “ambassador” when you are introduced/networked with other colleagues by your mentor (e.g follow-up on correspondence, keep appointments, etc) | |
| Scholarship of practice | Office of Practice  
Strategic plan: Goals, objectives, priorities  
Functions, services, ongoing demonstration projects  
Faculty Practice Plan | Facilitate successful development of the practice inquiry career of a junior clinical track faculty member through ongoing formal and informal exchanges  
Assist to establish short term (i.e., 1 year) and long term (i.e., 5 year) goals with detailed operational plan that is reviewed and updated annually.  
See Attachment 1 or 2.  
Statement of focus of research program  
Long-term goal  
Detailed 1-year operational plan that is evaluated & revised annually. Includes manuscript & grant application submission dates over time, as appropriate | Meet with Dr. Stephanie Burgess, Associate Dean for Practice, as needed  
Develop working draft of short term and long term practice goals and set up time to review with mentor (1st 3 months).  
Review and update annually.  
Participate in programs offered by the University Office for Research Development  
Participate in writing club (monthly)  
Participate in College research development & support opportunities:  
Office of Research Development (ORD)  
When examples of work are shared, respect the confidentiality/trust that has been placed and do not share with others  
Be open and available to informal mentoring  
Be a good “ambassador” when you are introduced/networked with other colleagues by your mentor (e.g follow-up on correspondence, keep appointments, etc) | |
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<td>with mentor (1st 3 months). Review and update annually.</td>
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<td>- Include in plan publications and national presentations (if practice is primary focus of scholarship)</td>
<td>Participate in Practice Council (as appropriate)</td>
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<td>Facilitate: Operationalization of 5-year plan</td>
<td>Participate in Faculty Practice Plan (as appropriate)</td>
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<td></td>
<td>- Acquisition of practice inquiry and program planning skills</td>
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<td>- Selecting, refining, and conducting practice inquiry projects and health programs</td>
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<td>- Funding sources</td>
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<td>- Timeline monitoring &amp; accountability</td>
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<td>- Presentation of outcomes</td>
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<td>- Advocacy</td>
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<td>- Networking assistance</td>
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<td>Role modeling by senior practice faculty</td>
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<td>Career Development and Advancement</td>
<td>Annual Evaluation Criteria</td>
<td>Facilitate successful career development</td>
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<td>- TT Faculty</td>
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<td>- Clinical Faculty</td>
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<td>College, University, and professional service</td>
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<td>Develop working draft of short term and long-term goals and set up time to review with mentor (1st 3 months). Review and update annually.</td>
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<td>ATTACHMENT:</td>
<td>Research/Career Development Plan: (Research/TT Faculty)</td>
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<tr>
<td>1) Briefly describe your long-term research objectives (i.e., the science) (5-10 years)</td>
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<td>2) Briefly describe your short term research objectives (next 1 years)</td>
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3) Describe your career objectives in the next 5 years (what do you want to accomplish, who/what do you want to be doing in 5 years/ and who do you need to work with/establish relationships)

5 Year Plan (Provide specific details in Yr1 and 2, more general details/ideas for Yrs 3-5)

<table>
<thead>
<tr>
<th>Semester/Year</th>
<th>Research (what needs to be done to meet objectives)</th>
<th>Grants - current funded – list name of grant and dates of funding: - submitting/sponsor/date</th>
<th>Publications</th>
<th>Teaching</th>
<th>Service</th>
<th>Leadership/Networking Needs/Developmental Needs/Other</th>
</tr>
</thead>
</table>
Session II – Diversity in Research

Moderator – John Dozier

Interdisciplinary and diversity based research help provide creative solutions to some of today’s most challenging problems. The emphasis on including a wide range of voices, viewpoints, and experiences is becoming increasingly important in proposals, projects and research. Panelists will discuss how they became involved in their research and provide strategies for extending research beyond your own discipline.

Thank you to our panelists this morning.

Gloria Boutte
College of Education

Dr. Boutte’s scholarship, teaching, and service have focused on equity pedagogies and teaching for social justice in Early Childhood Education. She has served as Department Chair and held a distinguished endowed chair for four years. Dr. Boutte is the author of two books: 1) Multicultural Education: Raising Consciousness and 2) Resounding Voices: School Experiences of People From Diverse Ethnic Backgrounds. She is currently completing a third book, Educating African American Students: And How Are the Children? She has received over $1,700,000 in grants and has more than 80 publications. Additionally, she has presented nationally and internationally on curriculum, instruction, and diversity issues.

Simon Hudson
College of Hospitality, Retail and Sport Management

Dr. Simon Hudson's research focuses on tourism as a driver of economic development. His goals are to create a one-stop resource of advanced information and intelligence for tourism industry stakeholders and to improve South Carolina's competitiveness as a tourism destination. He is working to promote one of a kind attractions such as the Gullah Gechee Corridor.

Patricia Sharpe
College of Social Work

Dr. Sharpe has focused much of her efforts and research on health disparities in communities, specifically among races and genders. She researches food shopping behaviors and access to food in Spartanburg and Florence in an effort to better understand how food choices impact health.
Session III – Interdisciplinary Graduate Education

Moderators – Lacy Ford and Harry Ploehn

Research-active faculty members want three things: more research funding, better graduate students, and more stimulating collaboration with outstanding colleagues. Should the university do more to encourage interdisciplinary graduate programs as a means to these ends? What are the benefits? What are the roadblocks? What should we do, or not do, as an institution?

This session will feature a panel discussion and Q&A session to address these questions. Two different modes will be considered: institutionally organized interdisciplinary programs, and individualized programs for single students.

Thank you to our panelists this morning.

Wayne Carver
School of Medicine
Former director of Integrated Biomedical Sciences Program
During his tenure at USC, Carver has published more than 75 manuscripts and has a strong record of grant funding from the National Institutes of Health (NIH) and the American Heart Association. His main research interests are cellular and molecular mechanisms regulating ventricular remodeling during heart development and disease. He has served on grant review panels for the NIH Heart, Lung, and Blood Institute and the American Heart Association, in addition to several editorial boards for academic journals.

Melissa Moss
College of Engineering and Computing
Director of Biomedical Engineering Program
Moss and her students conduct research focused on Alzheimer’s disease. Using chromatography and other techniques, they’re in search of the particular combination of molecular inhibitors that may one day greatly slow or even prevent Alzheimer’s.

Chris Williams
College of Engineering and Computing
PI of current NSF IGERT project; formerly a co-advised PhD student
Williams joined the faculty at USC in 1999. His research covers a wide range of important catalytic reactions. His primary research involves the development and application of in-situ or operando surface vibrational spectroscopic methods to study adsorption and catalysis at solid catalyst surfaces under industrially relevant reaction conditions.