Spotlight on Great Mentors:  
Dr. Paula Bubulya

Congratulations to Dr. Paula Bubulya for being recognized by her peers as a “Great Mentor.” Dr. Bubulya joined the Wright State University Department of Biology as an Assistant Professor in 2005. Since that time, she has come to be known as an “outstanding woman in science and mentor...striving to make academic life better not only for herself but everyone she has the opportunity to impact,” says Dr. Kate Excoffon, a colleague in Biology who credits Paula with mentoring her through a successful early promotion and tenure process. Dr. Excoffon went on to say that Paula has inspired her to emulate her approach to mentoring and to balancing work and personal roles, “[she] has taught me that there is a balance.”

Other colleagues sing similar praise for Paula’s mentoring support. Dr. Volker Bahn, also in Biology at WSU, pointed out that “Whenever Paula felt she learned something ‘the hard way’ she tried to pass that knowledge on to the colleagues following right after her, so they could profit from her hard work.” For example, he noted that she passed along her complete tenure package early enough to enable junior faculty to understand what was needed to succeed. “I’ll try to do the same and pass my hard-worked-for knowledge on to others.”

In response to her nomination for being a “Great Mentor,” we asked Dr. Bubulya to comment on her own experience with mentoring:

What are the most important things you learned as a junior faculty member?
“All the things we stress about are just part of the job, but not everything you achieve will earn a big pat on the back. Just get it done and move on. Of course, that’s easier for me to say post-tenure!”

What motivates you to take the time to mentor your colleagues?
“I want to see everyone be successful as they establish independent research programs. In my view, by helping junior faculty to problem-solve, or by providing information I’ve learned along the way, perhaps it will save energy that they can instead direct toward thinking about research.”

What advice would you give a junior colleague who might be looking for a mentor?
“Asking for support isn’t always asking for mentoring. Providing (or finding) answers doesn’t always involve a huge time commitment. Things that take less time can be accomplished over a coffee, and will be well worth the couple of bucks and the change of scenery.”

What advice would you give your peers when it comes to mentoring junior faculty?
“No matter what prestigious place or lab a junior faculty member just arrived from...the transition to academia involves learning how to teach, how to manage people, how to manage money, how to write grants, how to submit manuscripts, how to interpret reviews, and sometimes how to balance all of this on top of family responsibilities. C’mon! Throw the lifesaver already! And then PULL!”
Keep Your New Year’s Resolutions with the FSN

We all make them—New Year’s resolutions. We promise ourselves we will write more often, collaborate more, build our professional networks, and try to pay attention to our own professional development. This year, try keeping your professional resolutions by joining the LEADER Consortium’s Faculty Success Network (FSN), a new online portal that will provide faculty around the Consortium with a means to communicate, collaborate and build community while sharing faculty development resources. In addition to keeping up to date on events around the region, registered FSN participants will be able to:

- Create searchable profiles, enabling faculty to identify colleagues in the region with mutual interests for collaboration and mentoring.
- Implement public and private discussion groups to share one’s expertise, ask and answer questions about teaching, research and other professional development topics.
- Share news and event announcements across institutions. Participants can post news and even start their own wikis and blogs on the site.
- And much, much more!

Initial invitations to join the FSN will be sent to STEM and SBS faculty at Consortium institutions (AFIT, CSU, UD, and WSU) in mid-January. Faculty from other disciplines will be invited to join the network later in the year.

Look for your invitation to join the Faculty Success Network soon!

The Daily Grind
Join the Conversation this Spring

The LEADER Consortium’s Daily Grind programming continues this spring at all four partner institutions. Academic life can be challenging, but why go it alone when there are so many experts who can guide the way right on our own campuses? The Daily Grind offers faculty a chance to share their experiences and expertise regarding success on the tenure track while also sharing a cup of coffee on the LEADER Consortium. Come join the discussion on your campus this spring when we will be discussing these important faculty success topics:

- January—Connect the Dots: Building Your Professional Networks
- February—Academic Juggling Acts: So Many Roles, So Little Time!
- April—“I’m funded! Now what?” Grant Management 101

See the calendar (p. 4) for meeting dates, times and locations at your institution.
Many Thanks to Our Supporters

As a partnership among four diverse institutions, the LEADER Consortium benefits from the broad support of many individuals who volunteer their time to serve on committees or go beyond the call of duty to make our programming and events a success. The PI, Co-PIs and Program Director of the Consortium would like to acknowledge and thank the many people who have contributed their time and expertise over the course of the past year in service to our initiatives, programming and events. We look forward to working with you all in the new year!

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Dr. Michael Caylor
Dr. Nathaniel Davis, IV
Dr. Nancy Giles
Ms. Lori Kinder
Dr. Alan Lair
Dr. Bradley Liebst
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Ms. Rebecca Riffle
Dr. Thaddeus Tarpey
Dr. Kenneth Turnbull
Ms. Amber Vlasnik
Dr. Dan Voss
Dr. Juanita Wehrle-Einhorn
Dr. Kefu Xue

Other Institutions
Dr. Diana Bilimoria, External Advisor,
Case Western Reserve University
Dr. Wayne Jones, External Advisor,
University of Michigan
Ms. Christa Smith, External Evaluation, Kansas State University
January 2013

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The Daily Grind in January

15 Connect the Dots: Building Your Professional Networks

15 WSU—10-11am, Dixon Hearth Lounge, Student Union.
16 UD—noon-1pm, Alumni Hall, Women’s Center Conference Room.
AFIT—2:30-3:30, Einstein’s Bagels, WPAFB.
17 CSU—10-11am, CENS Atrium.

Some faculty seem to “know everyone” in their fields. How do they do it? Building professional networks is important to faculty success; networking creates opportunities for funding, collaboration, peer-mentoring and more. Come share your experiences building a professional network and learn about the LEADER Consortium’s new Faculty Success Network, a tool for building professional connections in the Dayton region.

February 2013

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The Daily Grind in February

12 Academic Juggling Acts: So Many Roles, So Little Time

12 WSU—10-11am, Dixon Hearth Lounge, Student Union.
13 UD—noon-1pm, Alumni Hall, Women’s Center Lounge.
AFIT—2:30-3:30, Einstein’s Bagels, WPAFB.
14 CSU—10-11am, CENS Atrium.

Academic roles are many—teaching, research, service—yet there are only 24 hours in the day in which to fulfill them. Knowing how to juggle multiple roles and create a sense of equilibrium is important to one’s personal health as well as one’s professional outcomes. Join the discussion this month and learn strategies that successful academics use to manage these many roles.

The LEADER Consortium is Looking for a Few Good Mentors

The LEADER Consortium wants to learn more about how our faculty have succeeded through mentoring, either formally or informally. We also hope to recognize those who give so much of their time to support their colleagues’ professional success. We invite you to nominate your colleagues who have given their time to mentor you or others in your institution. Nominees will be recognized in upcoming editions of the Ledger and on our website.

Share your mentoring success stories with us at: leader@wright.edu.