New Academic Leader Orientation
Welcome

Dr. N. K. Anand
Vice President for Faculty Affairs
To recruit, support, and elevate world-class faculty, while promoting excellence in education, scholarship, innovative research, and community impact.
Texas A&M University System

11 System Universities

- Texas A&M University (College Station)
- Texas A&M University – Commerce
- Texas A&M University – Kingsville
- Texas A&M University – Texarkana
- Texas A&M University – Corpus Christi
- Prairie View A&M University
- Texas A&M International University (Laredo)
- Tarleton State University (Stephenville)
- West Texas A&M University (Canyon)
- Texas A&M University at San Antonio
- Texas A&M School of Dentistry (Dallas)

8 System Agencies

- Texas A&M AgriLife Research
- Texas A&M Engineering Experiment Station (TEES)
- Texas A&M Forest Service
- Texas A&M AgriLife Extension Service
- Texas A&M Engineering Extension Service
- Texas A&M Veterinary Medical Diagnostic Laboratory
- Texas A&M Transportation Institute
- Texas Division of Emergency Management
System & University Leadership

John Sharp
Chancellor
The Texas A&M University System

Mark A. Welsh III
Interim President
Texas A&M University
Aggie Core Values

**EXCELLENCE**
An unwavering desire and commitment to greatness

**INTEGRITY**
Doing the right thing regardless of the circumstances or personal consequences

**LEADERSHIP**
Inspiring others to follow through the strength of one’s character

**LOYALTY**
Dedication to our nation, our state, our university, our families and those institutions and values which we individually hold dearest

**RESPECT**
Earned through the consistency of character

**SELFLESS SERVICE**
Giving of one’s self for the greater good, without regard to personal gain or recognition
Land-Grant Research

State’s **premier research agency** in agriculture, natural resources and the life sciences
- 13 Regional Centers
- 9 Research Centers & Institutes
- $300 Million in Total Research Expenditures for 2022
- $160 Million+ in Competitive Grants Awarded for 2022

Chartered by the State of Texas to execute the land grant mission as **an independent research and development agency** serving state and national security needs
- 13 Regional Divisions & 15 Local Divisions
- 26 Research Centers & Institutes
- $195 Million in TEES Research Fund Awards for 2022
Texas A&M University is dedicated to the discovery, development, communication, and application of knowledge with respect to these descriptors:

- **Land-Grant University**: federally assigned location purposed to teach, conduct research and provide services for the benefit of the surrounding communities
- **Sea-Grant University**: working to create and maintain a healthy coastal environment and economy as part of a Federal-University network program
- **Space-Grant University**: working to expand opportunities for Americans to understand and participate in NASA’s aeronautics and space projects

Texas A&M is one of only institutions in the nation to hold the triple designation as a land-grant, sea-grant and space-grant university.
Land-Grant Scholarship

USDA funds Texas A&M AgriLife rangeland conservation projects

Four new projects will support producers, conservation programs

MAY 10, 2023
Sea-Grant Scholarship

Texas Sea Grant Awards $1.8 Million in Research Funding

The grants support research that aligns with areas including resilient communities and healthy coastal ecosystems.

By Sara Canny, Texas Sea Grant - FEBRUARY 17, 2023

The Texas Sea Grant Program at Texas A&M University has awarded new research grants totaling $1.8 million for 14 new research projects. The grants will fund research or outreach programs that focus on improving policy and marine ecosystems, communities, and economies.

Through partnerships with the States of Texas and the National Oceanic and Atmospheric Administration, Texas Sea Grant conducts a competitive research grant program every two years that draws on the expertise of the state's leading scientists, educators, and researchers. This year's awards include projects that address issues ranging from coastal conservation to addressing climate impacts.
Space-Grant Scholarship
Texas A&M Colleges & Schools

• College of Agriculture & Life Sciences
• School of Architecture
• College of Arts & Sciences
• Mays Business School
• School of Dentistry (Dallas Campus)
• School of Education & Human Development
• College of Engineering
• School of Engineering Medicine (Houston Campus)
• Bush School of Government & Public Service (includes a Washington DC site)
• School of Law (Fort Worth Campus)

• School of Medicine (includes Dallas, Houston, Round Rock & Temple Campuses)
• School of Nursing (includes Lufkin, McAllen & Round Rock Campuses)
• School of Performance, Visualization & Fine Arts
• Irma Lerma Rangel School of Pharmacy (includes Kingsville Campus)
• School of Public Health
• School of Veterinary Medicine & Biomedical Sciences
• Texas A&M University at Galveston (Galveston, TX)
• Texas A&M University at Qatar (Doha, Qatar)

117 Academic Departments 130+ Undergraduate Degree Programs 170+ Graduate Degree Programs
As an Association of American Universities member, Texas A&M is regarded as one of the leading research universities in the nation – earning a share in the majority of the competitive federal research funding awards - charged with transforming lives through education, research and innovation.
By the Numbers

Total Faculty Headcount (Fall 2022): 4,062

Tenure-Track Faculty (TTF) FTE Faculty (Fall 2022): 2,011

Academic Professional Track (APT) Faculty (Fall 2022): 2,051

Active National Academy Members
- National Academy of Engineering: 34
- National Academy of Sciences: 17
- American Academy of Arts & Sciences: 14
- American Academy of Nursing: 6
- National Academy of Medicine: 5

Active University Distinguished Professors (Highest Level of Achievement for A&M Faculty): 76

Active Nobel Prize laureates (Physics, Chemistry, Literature, Peace, Physiology or Medicine, awards based upon contributions that, according to Alfred Nobel, ‘have conferred the greatest benefits to humankind’): 95

Fulbright Scholar Researchers (Faculty, Administrators, Researchers, Artists and/or Professionals granted opportunities to research and teach internationally): 58

Active Nobel Prize laureates (Physics, Chemistry, Literature, Peace, Physiology or Medicine, awards based upon contributions that, according to Alfred Nobel, ‘have conferred the greatest benefits to humankind’): 3
The Aggie Student Body

Ethnicity Distribution (Fall 2022)

- **White**: 38,308
- **Asian**: 7,808
- **Hispanic**: 16,885
- **Black**: 2,391
- **International**: 6,143
- **Multi-Racial excluding Native Hawaiian/Pacific Islander**: 2,065
- **Native Hawaiian/Pacific Islander**: 31
- **Unknown/Not Reported**: 1,032

**Total Enrollment (Fall 2022)**: 74,829

**Undergraduate Enrollment**: 58,269

**Graduate Enrollment**: 16,560

Headcount Gender Distribution (Fall 2022)

- **Male**: 53.2% 39,774
- **Female**: 46.8% 35,055
The Texas A&M Faculty

Ethnicity Distribution (Fall 2022)

- White: 53%
- Hispanic: 8%
- Asian: 21%
- African: 3%
- Multi Race: 1%
- International: 1%
- Declined to Identify: 5%

Headcount Gender Distribution

- Men: 61% (2,461)
- Women: 35% (1,421)
- N/A: 4% (180)

The National Academies of Sciences, Engineering, Medicine

- The American Law Institute (56 Members)
- National Academy of Inventors (15 Members)
- American Academy of Nursing (6 Members)
- American Academy of Arts & Sciences (14 Members)
What Faculty Affairs Does

- Budget & Data Management
- Dual Career Program
- Faculty Aspiring Academy
- Faculty Awards & Recognition
- Faculty Development
- Faculty Evaluation / Promotion & Tenure
- Faculty Hiring & Employment Actions
- Grievances & Appeals
- Review of Guidelines
- Immigration Affairs
- Leadership Development
- Faculty Hiring Initiatives (GURI & CRI)
- Faculty-Direct Communication
- Faculty Development Leave
- Salary Study
- University Distinguished Professor
Faculty Affairs Interactions

- Division of Finance & Business Services
- Division of Research
- Technology Services
- Office of the Provost
- Division of Human Resources & Organizational Effectiveness
- Facilities & Energy Services
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<thead>
<tr>
<th>Policy/Reg No. and Title</th>
<th>Last Review Date</th>
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<tr>
<td>*12.01 Academic Freedom, Responsibility and Tenure</td>
<td>November 18, 2021</td>
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<tr>
<td>12.01.01 Institutional Rules for Implementing Tenure</td>
<td>August 13, 2019</td>
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<tr>
<td>12.03 Faculty Academic Workload and Reporting Requirements</td>
<td>August 8, 2019</td>
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<td>12.04 Academic Council/Faculty Senate</td>
<td>November 15, 2018</td>
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<td>12.05 Training for English Proficiency</td>
<td>November 15, 2018</td>
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<tr>
<td>12.06 Post-Tenure Review of Faculty and Teaching Effectiveness</td>
<td>February 6, 2020</td>
</tr>
<tr>
<td>12.07 Fixed Term Academic Professional Track Faculty</td>
<td>November 12, 2020</td>
</tr>
<tr>
<td>12.99.01 Faculty Development Leave</td>
<td>April 29, 2020</td>
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12 Faculty

- 12.01.99.M1 University Statement on Academic Freedom, Responsibility, Tenure and Promotion
- (SAP) 12.01.99.M1.01 Appointment, Evaluation, and Reappointment of Endowed Position Holders
- 12.03.99.M1 Faculty Teaching Workload Reporting
- (SAP) 12.06.99.M0.01 Post-Tenure Review
- (SAP) 12.99.99.M0.01 Procedures for Appeal of Faculty Complaints and Appeal of Dismissal: and Sanctions for Misconduct or Serious Misconduct
- (SAP) 12.99.99.M0.02 Faculty Participation in the Selection, Evaluation, and Retention of Deans
- (SAP) 12.99.99.M0.03 Faculty Participation in the Selection, Evaluation, and Retention of Department Heads
- (SAP) 12.99.99.M0.04 Faculty Employment Practices
- (SAP) 12.99.99.M0.05 Faculty Participation in the Selection, Evaluation, and Retention of Provost and Vice President for Academic Affairs
Promotion & Tenure

Faculty are the foundation of a university, and are integral to fulfilling the land, sea, and space grant missions of Texas A&M University. The process of promotion and review is intended to support faculty as they move through a career path, and to recognize their growing expertise and contributions in their areas of responsibility. It is imperative for the individual faculty members and for the integrity of the university that each member of the faculty community take the promotion and review process seriously, and carefully follow the established procedures and criteria for these reviews. See the Q&A for answers to common questions.
Search Committee recommends candidate to Department Head

Department Head negotiates with candidate
- exchanges elements of the offer (salary, start-up, lab space...)

Upon agreement by DH and candidate, offer with signatures from DH and Dean is sent to Faculty Affairs (via DocuSign or ...)

Faculty Affairs will review and sign the offer

Official offer is sent to the candidate
**Hiring Protocol**

1. **Search Committee** recommends candidate to **Department Head**
2. **Department Head** negotiates with candidate
   - exchanges elements of the offer (salary, start-up, lab space...)
3. Upon agreement by DH and candidate, offer with signatures from DH and Dean is sent to **Faculty Affairs** (via DocuSign or ...)
4. **Faculty Affairs** will review and sign the offer
5. Official offer is sent to the candidate

**VPFA and AVPs will engage candidate only if DH and Dean deem meeting will ensure successful recruitment**
Chain of Command

For most decision making:

Faculty Member → Department Head → Dean → Vice Presidents → President

For advice about process:

Faculty Member → Department Head → Dean

} All can consult with AVPFAs
As the Vice President for Faculty Affairs, Dr. Anand pursues and promotes excellence in creation, dissemination, and instruction of new knowledge, through faculty advocacy, recruiting, retention, development, shared governance, and by being effective and efficient. He emphasizes integrity, quality, transparency, fairness, accountability, and a strong commitment to the citizenry of the state of Texas and to the principles of the land grant mission.
Dr. Heather Lench joined Faculty Affairs in March 2022. She has served as Department Head, Associate Head, Liberal Arts representative on the Steering Committee of the Department Head Council, and on the THECB task force on psychology major curricula. She brings experience with strategic planning and initiatives, faculty hiring and retention, evaluation processes, mentoring programs, and data informed decision making.
Dr. Heather Wilkinson joined Faculty Affairs in March of 2022 as Associate Vice President for Faculty Affairs. Prior to that she served as Senior Associate Dean of Faculties, Associate Dean of Faculties, and Associate Department Head for Plant Pathology and Microbiology in the College of Agriculture and Life Sciences. She has served one term on the Council of Principal Investigators, including two years on the Executive Committee. She served on the Institutional Biosafety committee (IBC) for a decade. Her major responsibilities include faculty and academic leadership development, faculty development leave, faculty affairs events, and internal faculty recognition.
Dr. Michael D. Johnson is the interim associate provost for faculty success and interim associate vice president for faculty affairs. He is a professor in the Department of Engineering Technology and Industrial Distribution (ETID). He previously served as the associate dean for inclusion and faculty success in the College of Engineering. He has also held the role of associate department head for undergraduate studies in ETID and was program coordinator for the Manufacturing and Mechanical Engineering Technology program.
As Associate Vice President, Mario is the liaison with the Office of General Counsel on all faculty affairs related matters and assists and provides the necessary recommendations to the Vice President for Faculty Affairs as it relates to compliance, policy review, development and implementation. Mario also holds the role of Associate Vice President of Faculty Affairs at Texas A&M Health providing support, leadership, and guidance relating to faculty affairs matters across all Texas A&M Health Schools. Furthermore, Mario is responsible for directing the University's nonimmigrant and immigrant faculty, scholar, and staff employment caseload, including the Galveston and Qatar campuses - providing assistance to 19 Texas A&M System members (universities and agencies) regarding immigration employment matters.
Michelle has spent the last decade serving as the Assistant Dean for Finance in the College of Engineering. In her role as Assistant Vice President for Finance, Michelle brings experience with financial commitments tracking, data analysis, process improvements, and budget. She is responsible for reporting integrity, approval of expenditures and building strategic relationships and connections. Michelle tracks and manages startup and vacant faculty lines, oversees the TAMU by Numbers initiative and leads the Academic and Business Performance Analytics (ABPA) team - formerly known as DARS (Data and Research Services).
Executive Director for Faculty Affairs

As the Director for Faculty Affairs, Ms. Warren oversees revision and development of faculty related guidelines and SAPS, promotion & tenure processes, as well as academic analytics. She also assists with staff development and provides oversight in sensitive faculty matters as the Human Resources & Organizational Effectiveness liaison.

Lona Warren
Faculty Affairs will continue working toward:

- Enhanced Salary Transparency/Equity
- Updating Faculty-Related Rules and Standard Administrative Procedures (SAPs)
- Developing a University P&T Committee
- Expanding One Faculty-One File Initiative
- Amplifying Faculty Award Recognition
- Supporting Faculty Hiring & Retention
- Improving Efficiency of Faculty Training Requirements
- Improving Accessibility of Resources to Faculty and Academic Leaders
"Texas A&M has been in the news lately, and not for the reasons we would like. But recent events and the accompanying commentary do not define us as an institution, nor do they undo the great work we see across this university every day. They should, however, remind us that living up to our core values is an ongoing commitment, as even esteemed institutions like ours must consistently confront and resolve challenges to uphold our status as a great university.

Just to be clear on where I stand, I believe diversity in all its forms is a strength. I believe every Aggie must have a voice, that each of you is critically important to our success and that you deserve to be treated with respect. I think you also believe those things."

Mark A. Welsh III
Interim President
Thank You!

Contact Us at facultyaffairs@tamu.edu