Roles and Responsibilities for Leaders of Faculty

New Academic Leader Orientation

August 11, 2023

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Associate Vice President for Faculty Affairs
Professor, Plant Pathology and Microbiology
Imagine an ideal faculty member
List the 5 most important characteristics/skills of an ideal faculty member.
In small groups (3 or 4) discuss:
Each of your lists, and agree to a consensus list
In small groups (3 or 4) discuss: Given your specific role, how might you motivate, and encourage the development and maintenance of these characteristics/skills over time?
SHARE
Essential Approaches for Leading Faculty

- Faculty Development
- Mentoring
- Faculty Evaluation Excellence
Best Practices for All Types of Faculty Evaluation

- Clearly communicated unit goals and objectives as related to University and Colleges goals
- A fair, equitable, and transparent workload policy is available
- Faculty Participation in setting criteria and expectations, with periodic review to keep relevant.
- Performance standards established
- Performance standards are consistent with unit goals
- Transparent process
- Clear process goals
- Standardized and consistent templates to ensure uniform reporting
- Consistent language across different evaluation processes (e.g. Annual Review and P&T)
- Faculty self-appraisal component
- Clear communication about process timeline and expected materials
- Inclusive and diverse committees (where appropriate)
- Clearly articulated rationale/philosophy for merit distribution (for annual review)
- Developmental Feedback
- Feedback best when provided across contexts and time
• Frequent topic for Department Head Development Series Workshops
• College and Department specific guidelines
• Faculty population specific guideline training
• Annual P&T Follow-up Meeting
• Train the Trainer: CIMER _Entering Mentoring_
  • 32 Faculty trained

• **Faculty Mentoring Academy established**
  • Competencies
    - Maintaining Effective Communication
    - Aligning Expectations
    - Assessing Understanding
    - Addressing Equity and Inclusion
    - Fostering Independence
    - Promoting Professional Development
    - Articulating Your Mentoring Philosophy and Plan

• **Department Head Workshop: Developing a Department Mentoring Plan**
• **Department Head Academy: Leading a Mentoring Culture**
New Faculty Orientation

2023
Aggie Core Values

True for Faculty, Staff, and Students
New Faculty Orientation

Review the various University level offices and services on campus with which faculty interface
Engage peers within your cohort, recognize the diverse roles faculty play, and explore faculty responsibilities.
Resources and programs that help faculty “hit the ground running”

https://u.tamu.edu/RDScalendar

New Faculty Orientation
New Faculty Orientation

Resource Showcase

Homework Assignment: Plan your visits for the Resource Showcase (Wednesday Afternoon)
THE CENTER FOR TEACHING EXCELLENCE

Programs Offered:

• Workshops and Training
• Course Design and Development
• Instructional Technology Integration and Online Teaching Support
• Curriculum Design / (Re)Design
• Teaching Cohorts (ACUE) and Communities
• Faculty Mentoring Academy
• One-One Consultations

Blocker Suite 232 / 979 – 845 – 8392 / cte.tamu.edu
Elevate and Showcase Teaching

- Faculty designed and reviewed call for proposals
- Faculty facilitated event
- Nationally recognized plenary speakers
- Showcasing TAMU teaching award winners
- Watch for more information ttlc.tamu.edu
Individual & Departmental Consulting

- Syllabus Review
- Classroom Observation
- Analysis of Student Feedback
- Holistic Review of Teaching
- Planning Teaching Impact Statement
- Faculty Fellow Programs
- Responsive to Needs Assessment
- Program (Re) Design
- Best Practices in Peer Review of Teaching
Program (Re)Design

- Faculty-driven
- Data-enhanced
- Industry Stakeholder informed
- Pedagogical Consultant Supported
Graduate Student Professional Development

Teaching Assistant Institute & TATEP Compliance Support

Academy for Future Faculty Certificate program

Teaching As Research program

English Language Proficiency program (CTE-ELP)
- American English Vowel System Part 1
- American English Vowel System Part 2
- Conversation Partners
- Effective Communication in an International Context
  Part 1: Speaking
    - Effective Communication in an International Context
  Part 2: Listening
    - Keystones for Successful Group Presentations
- Private Consultations and Rehearsals
- Language Laboratory with Pronunciation Software
- Practice Groups
- Teaching Observations with Feedback
- Conversation Partners
- Pronunciation Workshops
Day 1
Elevate and Showcase Teaching

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“Just the Facts” about Promotion & Tenure

Academic Professional Track Faculty Promotion
Heather Wilkinson
Associate Vice President for Faculty Affairs
Professor, Plant Pathology and Microbiology
Michael Johnson
Interim Associate Provost for Faculty Success
Interim Associate Vice President for Faculty Affairs
Professor, Engineering Technology and Industry Outreach

The Tenure Process and Strategies for Preparation of Effective Materials
Heather Wilkinson
Associate Vice President for Faculty Affairs
Professor, Plant Pathology and Microbiology
Michael Johnson
Interim Associate Provost for Faculty Success
Interim Associate Vice President for Faculty Affairs
Professor, Engineering Technology and Industry Outreach

Deciding When to Pursue Full Professor
Heather Wilkinson
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Professor, Plant Pathology and Microbiology
Michael Johnson
Interim Associate Provost for Faculty Success
Interim Associate Vice President for Faculty Affairs
Professor, Engineering Technology and Industry Outreach

Annually in Mid-March

Programs designed to review the guidelines for those submitting or deciding whether to submit
Deep Dive into Promotion & Tenure

**GPS: Generate Professional Success**
- Academic Professional Track (APT) Faculty Only
  - Be reflective and consider necessary milestones
  - Integrate your responsibilities to maximize impact
  - Avoid ineffective and time-consuming teaching mistakes
  - Match various teaching approaches to your goals
  - Network with others at your stage

**Roadmap Workshop**
- Tenure-track Faculty Only
  - Be reflective and consider necessary milestones
  - Integrate your responsibilities to maximize impact
  - Avoid ineffective and time-consuming teaching mistakes
  - Explore successful writing habits
  - Discuss independence, collaboration, and finding mentors
  - Identify skills for mentoring graduate students
  - Network with others at your stage

*Map your career in the context of Department, College, and University Guidelines*

*Programs designed to encourage intentionality near the end of the first year*
Develop a strategic plan to develop your career and yourself as a leader
• Strengths-based
• Values-based
• Aligned with unit and college missions

• After first APT promotion
• Commit that you are available to participate in 8 sessions across semester
• Leadership support for participation
Mid-Career Accelerator

Develop a strategic plan to develop & elevate your career

- Strengths-based
- Values-based
- Aligned with unit and college missions
- Resources to support elevating recognition and impact

- At least 2-years post-tenure
- Commit that you are available to participate in 8 sessions across semester
- Leadership support for participation
- Share career development plan with Department Head
Academic Leadership Academy

Explore skills, dispositions, mindsets that will make YOU successful as a leader
• Strengths-based
• Values-based
• Aligned TAMU missions
• Resources to support elevating recognition and impact

Year Long

• Fellowship participants
  • SEC ALDP
  • DH Development Fellows
  • Faculty Aspiring Fellows
• Commit that you are available to participate in 8 sessions across semester
• Executive coaching provided
Faculty Aspiring Academy

For those mid-career tenured faculty seeking to elevate themselves to have highly prestigious impact

- Leadership
- Coaching
- Media training
- **WATCH THIS SPACE**
Department Head Development Series

Interactive exploration of timely topics
1st Wednesday of each month
Lunch served

Department Head Academy: Leading a Mentoring Culture
Department Head Development Fellows
High Impact Development

Faculty Development & Leave (FDL)

Fulbright
SEC Academic Leadership Development Program
Faculty Award Opportunities

Timeline for Issuing Calls for Nominations for University Awards

- SEC Faculty Achievement/SEC Professor of the Year
- Presidential Professor for Teaching Excellence
- Association of Former Student College - Level Teaching Award
- Regents Professor
- Eminent Scholar Award
- Chancellor’s Academy of Teacher Educator’s Award

- University Distinguished Professor
- Provost Academic Professional Track Faculty Teaching Excellence Award
- University Professorships for Undergraduate Teaching Excellence (UPUTE)
- Montague - CTE Excellence Scholar

Timeline:
- September
- October
- November
- December
- January
- February
- March
- April
- May
- June
- July
- August
Regular Programs to support pursuit of prestigious (P) and highly prestigious (HP) recognitions & to connect those with P and HP with those who seek them
Stay in the know!

Faculty Affairs
Faculty Affairs is committed to elevating Texas A&M University faculty and their impact on our students, society and the world. Our mission is to mentor, support and elevate world-class faculty, while promoting excellence in education, scholarship, innovative research and community impact.

@TAMUFaculty

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Whoop!
Thank You