



One Year Anniversary

*Office of the Vice President for
Faculty Affairs*



TEXAS A&M
UNIVERSITY®

Welcome to Faculty Affairs



**“Our office is committed to elevating Texas A&M University faculty and their impact on our students, society and the world.”
- Faculty Affairs Vision Statement**

Elevating our faculty



The Office of the Vice President for Faculty Affairs

In its first year of existence, Faculty Affairs accomplished its primary goal of elevating the faculty through targeted actions within the following critical areas:

- Faculty Development and External Awards & Recognition
 - Promotion and Tenure
 - Shared Governance
 - Communications
 - Data Management
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Faculty Development

Faculty and Leadership Development Registrations (Feb 2022 – Jan 2023)			
	Faculty	Leadership	Total
Orientations	258	65	323
Workshops	948	252	1200
Learning Communities	37	160	197
Conference	252	-	252
Total:	1495	477	1972

Internal Awards

- **13 Internal Awards managed by Faculty Affairs**
 - 310 nominations received
 - 107 award recipients

Award	Nominations
Chancellor's Academy of Teacher Educators	2
Eminent Scholar	6
Montague – Center for Teaching Excellence Scholars	10
Piper Professorship	2
Presidential Professor for Teaching Excellence	10
Provost APT Faculty Teaching Excellence	34
Regents Professor	3
SEC Faculty Achievement	5
SEC Travel Grant	21
The Association of Former Students College-Level Teaching	33
The Association of Former Students Distinguished Achievement	156
University Distinguished Professor	18
University Professor for Undergraduate Teaching Excellence	10

External Awards

- **Initiated Central Support System for External Award Nominations**
 - Provides mentors and nominators networks
 - Award application materials editing
 - Application workshops
 - Academic discipline-specific award pathway identification
 - Standardized award process to ensure that awardees receive the full amount of the monetary award (unaffected by withholdings, etc.)
 - Worked with faculty to develop individual award plans
 - 41 external award recipients supported through recognition including congratulatory letters and/or events
 - 213 registrants for Positioning Yourself for External Awards workshops
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Promotion & Tenure Access and Evaluation

- **Process Streamlining**

- Based upon feedback from 600+ faculty members, the P&T Evaluation process has been enhanced to reduce redundancies and provide more quality time for candidate evaluation:
 - Candidates will submit four documents (as opposed to eight)
 - Departments will submit two documents (as opposed to 12)

- **University-wide F180 Implementation**

- Curated, university-sourced information database for faculty scholarship, teaching and service contributions
 - After an initial one-year data entry requirement, the system:
 - Reduces the annual evaluation reporting process
 - Reduces repeat information requests
 - Allows departments, colleges/schools to better address service commitments by faculty
 - Permits users to create CVs, NIH and NSF biosketches
 - CVs can be used in P&T process
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Shared Governance

- **Intranet**
 - Systems for faculty to make comments and revisions to university guidelines and rules
 - Access to collaboratively revise university-level proposals via Intranet
 - **Involvement of Faculty Senate representatives across the university**
 - **Faculty task force groups to review policies**
 - (faculty titles, in excess payments, faculty conduct, faculty training)
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Communications

- **Direct Message Consolidation**

- Strategically consolidated messaging to faculty and department leadership into multi-topic bulletins (*Faculty Affairs Spotlight*)
- Email Reduction: 1-2/week from approximately 10/week
- 50.3% Open Rate (avg.), 5.7% Click-to-Open Rate (avg.)

AMPLIFY YOUR IMPACT

The Amplifying External Awards Program

Recognition and support of faculty for external recognition is a critical part of developing them for success. The Vice President for Faculty Affairs is partnering with Colleges/Schools across the University to better support faculty to earn prestigious external awards. That support includes

- Recognition for highly prestigious awards with a one-time merit incentive
- Recognition of prestigious awards that position faculty for highly prestigious "Pathways Awards", with a one-time merit incentive
- Support for relocation/travel expenses required as part of receiving Pathways Awards or highly prestigious awards, along with the potential for an expedited Faculty Development Leave process

Recognition of faculty within our campus community who are demonstrating excellence is a critical part of amplifying faculty awards and impact. Awards can always be added to Pathways and highly prestigious awards categories by Colleges/Schools with evidence related to the award.

FACULTY FOCUS

Exemplifying the Aggie Core Values

On Sunday, November 20, an SUV collided with a shuttle bus transporting passengers from Santa's Wonderland to Post Oak Mall on Highway 6 in College Station causing both vehicles to catch on fire. Among the very first responders to render aid was **Dr. John Haglund** (College of Engineering). Stating that he was "compelled to stop," Dr. Haglund demonstrated a level of unhesitant selfless service that not only saved a life that evening but exemplifies the real-life heroes that share our working and learning environment everyday.



Gig 'Em, Dr. Haglund!
[Read More](#)

HAPPENING IN FACULTY AFFAIRS

Don't wait for the next 'Spotlight' to see what's happening in Faculty Affairs - Follow along, interact and engage with us as often as you'd like.

Data Management

- **Implemented “TAMU by the Numbers”**
 - Draws data from five independent data systems (Academic Analytics, FAMIS, Maestro, Compass and Howdy)
 - Accessible to all faculty and staff via the Faculty Affairs website
 - Gives an overview of university metrics to allow for data informed decision making
 - **Launched the “Faculty Affairs Intranet”**
 - Provides a shared resource database for materials and procedures
 - Accessible to all faculty and staff via the Faculty Affairs website
 - **Initiated “One Faculty-One File”**
 - Central system for faculty personnel information to ensure information accessibility and eliminate one-off information and/or documentation requests
 - **Commitment to Increased Processing Efficiency**
 - All faculty related processes (offer letters, salary adjustments, etc.)
 - Resulting processing times: less than 5 days (as opposed to multiple weeks)
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Faculty Affairs Intranet

Aside from the expanding amount of information and resources available on the Faculty Affairs website, the Faculty Affairs Intranet allows faculty members direct access to faculty-specific resources:



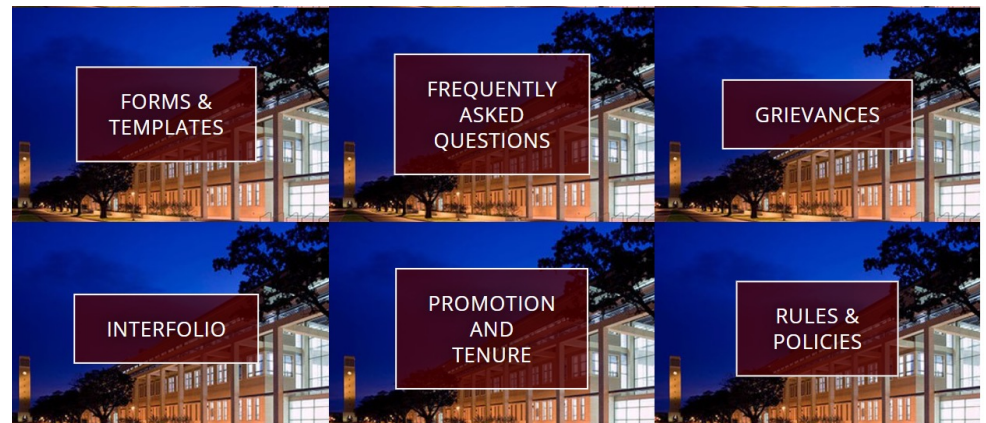
Intranet Highlights



- Details and instructions for executing faculty **employment actions**
- **External award opportunities** database
- **Faculty credentialing**
Guidelines for Final Verification
- **Faculty180** user guides and account access for faculty evaluation dossiers

Intranet Highlights Continued

- Administrative process **forms & templates**
- Policies and procedures for filing faculty **grievances**
- **Promotion & tenure** process resources
- Texas A&M University Standard Administrative Procedures (SAPs) and guidelines - **Rules & Policies**





TAMU By the Numbers



NEWS

The Data tab presents faculty and staff members with access to a wide variety of university, college/school, faculty and student data points.

SAP Revisions

- **Standard Administrative Procedures (SAP) posted on the Faculty Affairs intranet for comment that are revised based upon faculty feedback include:**
 - 12.99.99.M13. Faculty Participation in the Selection, Evaluation, and Retention of Provost and Vice President for Academic Affairs
 - 12.99.99.M0.02 Faculty Participation in the Selection, Evaluation, and Retention of Deans
 - 33.06.01.M0.02 Alternate Work Location - Faculty
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Salary Study

- **Conducted a salary study and created a report for Tenure/Tenure-Track Full Time Faculty**
 - Provides insight into overall patterns that could indicate issues with faculty compensation practices within units
 - Identifies differences in faculty compensations that might indicate the need for equity adjustments
 - In process for APT faculty to identify potential interpretations
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“Our faculty strive not only to discover and lead within and across disciplines, but also to translate their real-world impacts, thereby inspiring students to see their own potential as scholars and change agents.”



The Golden Age of Texas A&M

In alignment with President Banks' pursuit of improved institutional organization and impact, Faculty Affairs and all faculty resources will reflect our unified effort to collaboratively strengthen the university through:

- **Relevance, opportunities & influence**
 - Making higher education more relevant
 - Creating opportunities
 - Impacting society in new ways
 - **Transformational education**
 - Preparing today's students for tomorrow's world
 - **Translational research**
 - Growing interdisciplinary collaborations and advancing discoveries
 - **Connectivity to state, nation & world**
 - Improving the lives of individuals, families and communities through education and research (in fulfillment of our Land-grant mission)
 - **Celebrate the Aggie way**
 - Incorporating the Aggie Spirit into everything we do – teaching, research and service
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Major Faculty Affairs Goals (Year Two)

Faculty Affairs will work to:

- Enhance salary transparency/equity
 - Update faculty-related Standard Administrative Procedures (SAP)
 - Develop university P&T Committee
 - Expand One Faculty-One File
 - Amplify faculty award recognition
 - Support faculty hiring & retention
 - Improve the efficiency of faculty training requirements
 - Improve accessibility of resources to faculty
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