



TEXAS A&M UNIVERSITY
Faculty Affairs

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

Think



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Imagine
an ideal
faculty
member



Think



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**Write
this
down**

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**



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SHARE



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?

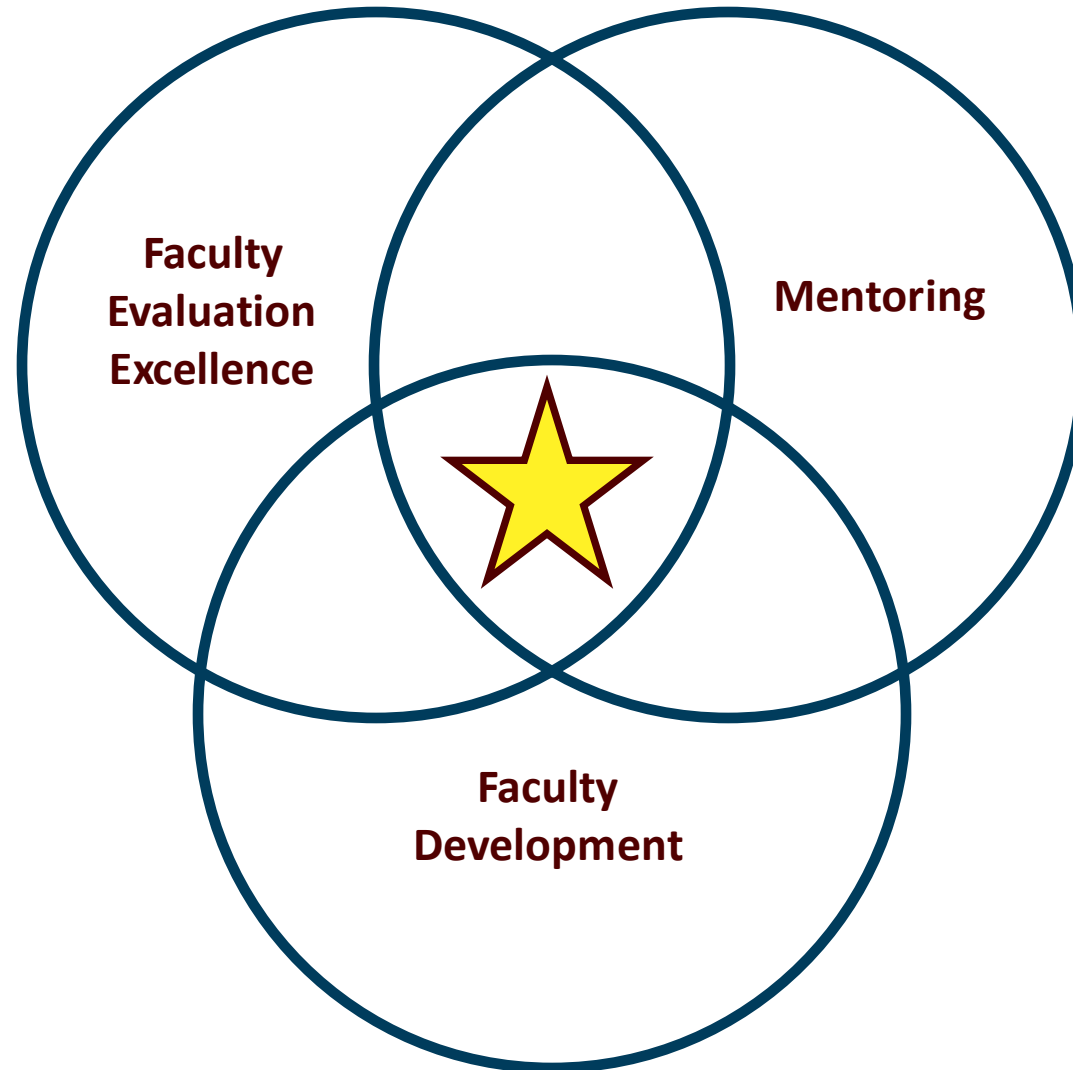


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Essential Approaches for Leading Faculty



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Best Practices for All Types of Faculty Evaluation



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- 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**
-

Promoting evidence-based approaches in faculty mentoring



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- **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**





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New Faculty Orientation 2023

Aggie Core Values



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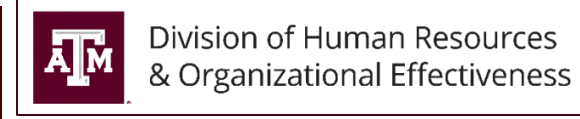
True for Faculty, Staff, and Students

New Faculty Orientation



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*Review the various
University level offices
and services on
campus with which
faculty interface*



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*Engage peers within
your cohort, recognize
the diverse roles
faculty play, and
explore faculty
responsibilities*



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Resources and programs that help faculty “hit the ground running”



PROFESSIONAL DEVELOPMENT

Home / Division Units / Research Development Services / Professional Development

SELECT A SUBPAGE



RDS offers faculty development programs and research funding workshops to help you successfully navigate the process of applying for grants. Enhance your chances for funding by exploring the resources available to you below.

UPCOMING EVENTS

<https://u.tamu.edu/RDScalendar>



The Division where students to bear for the

VICE PRESIDENT
The Vice President of Research and coordinates to further Texas research by supporting or in groups; encouraging into collaborations; infrastructure; research; and research standards; government, the and The Texas A

CENTERS, INST AND CORE FAC
Research center important role at Texas A&M, in and sciences—disciplinary—challenges, [view](#)

The Global Health Complex opens



BIO SAFETY OCCUPATIONAL HEALTH PROGRAM
The Biosafety Occupational Health (BOHP) provides occupational health to Texas A&M personnel at occup risk of exposure to animals or to biohazards at Biosafety Level 2 (B higher in the course of their part in institutional Biosafety Committee Institutional Animal Care and Use permitted research, teaching or activities. Through the BOHP, eligible participants have access to education resources and training, occupational health services, and an occupational health provider. [view](#)



MULTIDISCIPLINARY PROPOSALS
RDS will assist multi-partner proposal teams with to manage the proposal process

PROPOSAL CONSULTATION AND REVIEW
For the single principal investigator (PI), multiple PI, and large complex research teams, strategic review of solicitations and requests for application in all stages of development, focused on enhancing the competitiveness of grant proposals

COORDINATION WITH OTHER CAMPUS SERVICES
Coordinate with other university offices, such as Texas A&M Sponsored Research Services (SRS) and subject librarians



The Division of Research is standards of research integrity research. Through its various and guidance in areas such as research protection, conflict controls, research misconduct, [view](#)

BIO SAFETY OCCUPATIONAL HEALTH PROGRAM
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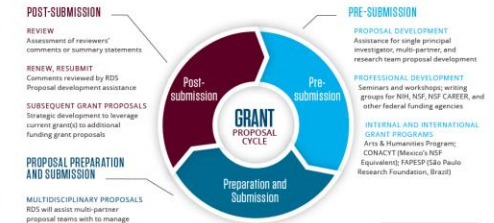
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Research Development Services (RDS) assists the Texas A&M research community with professional development workshops and seminars, research proposal development, and other research support services.



#19 IN THE NATION
NSF HIGHER EDUCATION RESEARCH and DEVELOPMENT SURVEY
(Based on total research expenditures of \$905M for fiscal year 2017)



vpr.tamu.edu/researchdevelopment

New Faculty Orientation



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Resource Showcase

TEXAS A & M UNIVERSITY

WELCOME TO
AGGIE LAND

Homework Assignment:

*Plan your visits for the
Resource Showcase*

(Wednesday Afternoon)

**FREE
Headshots
during
Showcase**

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2023 NFO Resource Showcase Checklist

<input type="checkbox"/> Photographer (Dress for Headshots)	<input type="checkbox"/> empty table	<input type="checkbox"/> Texas Sea Grant	<input type="checkbox"/> Office of Export Controls & Conflict of Interest	<input type="checkbox"/> Cardiovascular Pathology Laboratory	<input type="checkbox"/> Graduate and Professional School	<input type="checkbox"/> University Libraries	<input type="checkbox"/> Texas A&M AgriLife Human Resources	<input type="checkbox"/> A&M Engineering Human Resources & Payroll
<input type="checkbox"/> Genomics and Bioinformatics Research (Gen)	<input type="checkbox"/> IRB, IBC	<input type="checkbox"/> High Performance Research Computing	<input type="checkbox"/> Responsible Conduct of Research	<input type="checkbox"/> Texas A&M Institute for Genome Sciences	<input type="checkbox"/> Graduate and Professional School	<input type="checkbox"/> Academic Success Center	<input type="checkbox"/> Texas A&M AgriLife Human Resources	<input type="checkbox"/> University Audio Visual Services
<input type="checkbox"/> JCC	<input type="checkbox"/> Texas A&M Preclinical Phenotyping Core	<input type="checkbox"/> Laboratory for Molecular Simulation	<input type="checkbox"/> Texas A&M Institute for Genome Sciences	<input type="checkbox"/> CTE: Graduate Student Professional Development in Teaching (GSPDT)	<input type="checkbox"/> University Writing Center	<input type="checkbox"/> HROE: Benefits and Retirement	<input type="checkbox"/> University Audio Visual Services	
<input type="checkbox"/> empty table	<input type="checkbox"/> Institute of Data Science	<input type="checkbox"/> Sponsored Research Services & Maestro	<input type="checkbox"/> CTE: Faculty Workshops	<input type="checkbox"/> Office for Student Success	<input type="checkbox"/> HROE: Employee and Leadership Development	<input type="checkbox"/> Technology Services, Help Desk Central		
<input type="checkbox"/> Microscopy and Imaging Center	<input type="checkbox"/> Texas A&M Institute for Genomic Medicine	<input type="checkbox"/> Sponsored Research Services & Maestro	<input type="checkbox"/> CTE: English Language Proficiency Program (ELP)	<input type="checkbox"/> LMS Support & Digital Learning	<input type="checkbox"/> HROE: Employee Relations	<input type="checkbox"/> Transportation Services		
<input type="checkbox"/> LAUNCH	<input type="checkbox"/> Texas A&M Energy Institute	<input type="checkbox"/> CTE: Using Canvas Effectively	<input type="checkbox"/> KAMU	<input type="checkbox"/> HROE: Living Well (Employee Wellness)	<input type="checkbox"/> Texas A&M Faculty Senate			
<input type="checkbox"/> Postdoctoral Scholars/Office of Postdoctoral Affairs	<input type="checkbox"/> Texas A&M Innovation	<input type="checkbox"/> CTE: Canvas-Integrated Teaching Tools and Learning Data	<input type="checkbox"/> Visit College Station	<input type="checkbox"/> HROE: Payroll	<input type="checkbox"/> Committee on the Status of Academic Professional Track Faculty			
<input type="checkbox"/> Materials Characterization Facility	<input type="checkbox"/> Research Development Services	<input type="checkbox"/> Hagler Institute for Advanced Study	<input type="checkbox"/> CTE: Digital Accessibility	<input type="checkbox"/> Faculty Aspiring Academy	<input type="checkbox"/> HROE: Recruiting and Hiring	<input type="checkbox"/> African American Professional Organization (AAPO)		
<input type="checkbox"/> Flow Cytometry Facility	<input type="checkbox"/> The Texas Federal Statistical Research Data Center (TXRDC)	<input type="checkbox"/> Centers & Institutes	<input type="checkbox"/> Division of Research - Office of the Vice President for Research	<input type="checkbox"/> CTE: Program (Re)Design, SoTL	<input type="checkbox"/> TAMU - Dual Career	<input type="checkbox"/> HROE: GA and Student Recruiting and Hiring	<input type="checkbox"/> MilVetNet (Military Veteran Staff & Faculty Network)	
<input type="checkbox"/> Laboratory of Biomolecular Structure and Dynamics	<input type="checkbox"/> Council of Principal Investigators (CPI)	<input type="checkbox"/> Division of Research Core Facilities	<input type="checkbox"/> Division of Research - Office of the Vice President for Research	<input type="checkbox"/> CTE: Association of College and University Educators (ACUE) & Consultations	<input type="checkbox"/> Immigration Affairs	<input type="checkbox"/> HROE: Onboarding	<input type="checkbox"/> Christian Faculty Network	



tx.ag/nforesourceshowcase
Provides links to various resources

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*

Upcoming Workshops:



Elevate and Showcase Teaching



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CALL FOR PROPOSALS OPEN THIS FALL

- Faculty designed and reviewed call for proposals
- Faculty facilitated event
- Nationally recognized plenary speakers
- Showcasing TAMU teaching award winners
- Watch for more information tltc.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 MODEL
FOR LEARNER-CENTERED CURRICULUM**

Debra Fowler, PhD • Center for Teaching Excellence • Texas A&M University



Program (Re)Design

- Faculty-driven
- Data-enhanced
- Industry Stakeholder informed
- Pedagogical Consultant Supported

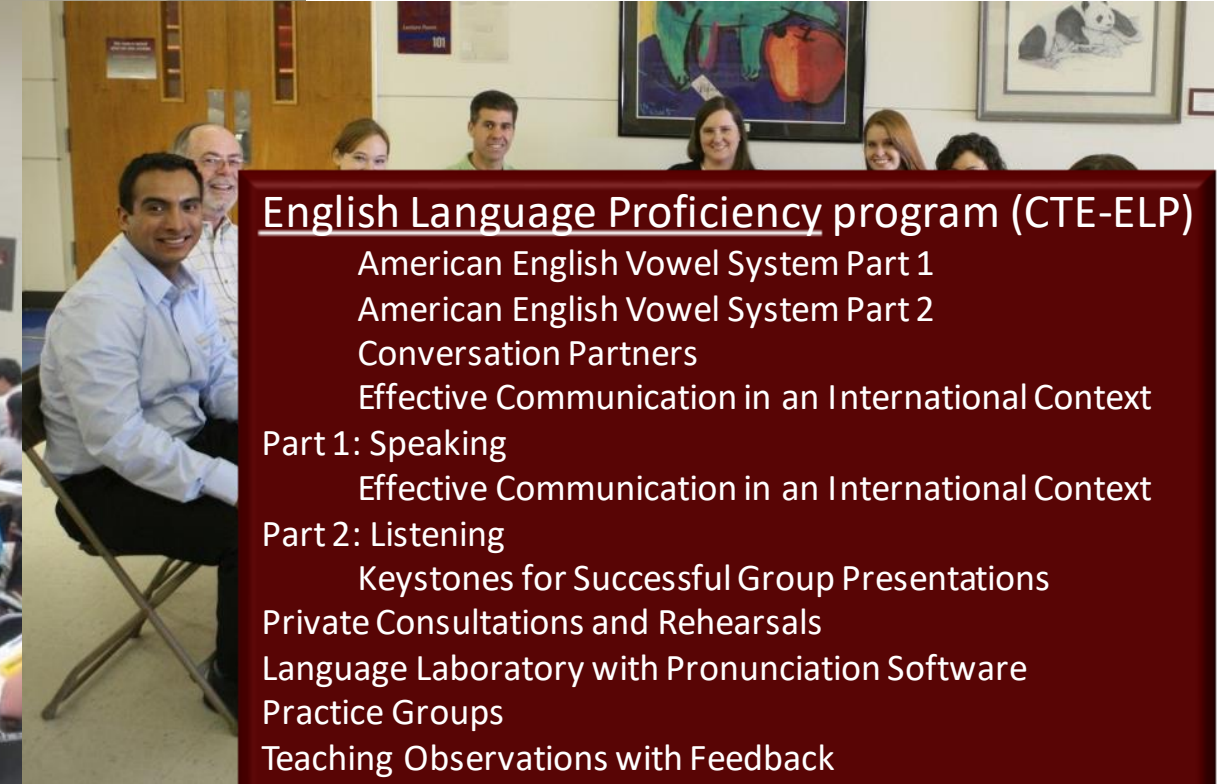
Graduate Student Professional Development



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Center for Teaching Excellence



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

Teaching Assistant Institute & TATEP Compliance Support

Academy for Future Faculty Certificate program

Teaching As Research program

Elevate and Showcase Teaching



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“Just the Facts” about Promotion & Tenure



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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 Industrial Distribution

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Faculty Affairs

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 Industrial Distribution

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TEXAS A&M UNIVERSITY
Faculty Affairs

Deciding When to Pursue Full Professor

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 Industrial Distribution



Annually
in Mid-
March

Programs designed to review the guidelines for those submitting or deciding whether to submit

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

Roadmap Workshop



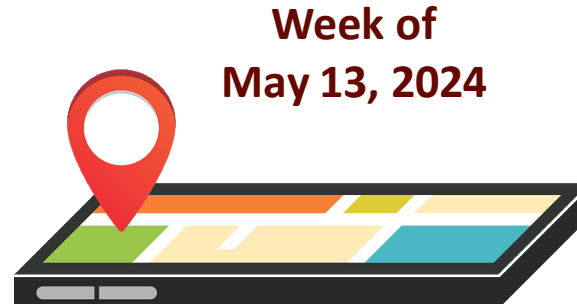
Tenure-track Faculty Only

- *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*

Programs designed to encourage intentionality near the end of the first year



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*

APT to Lead

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



Spring
Semester

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**



**Fall
Semester**

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*

- 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



Year Long

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**



NEW

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)

&





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SEC Academic Leadership Development Program

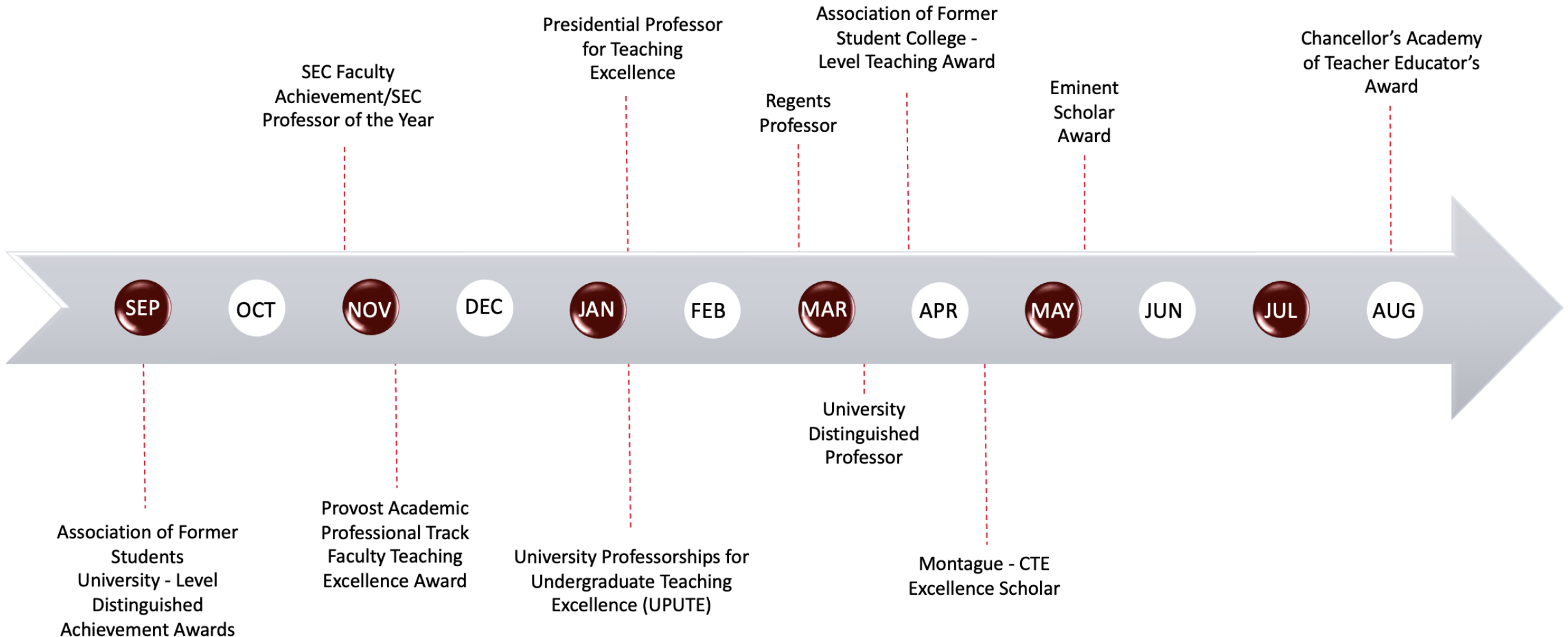


Faculty Award Opportunities

Timeline for Issuing Calls for Nominations for University Awards



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*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*



**Faculty Affairs
provides
support and
incentives**



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 recruit, support and elevate world-class faculty, while promoting excellence in education, scholarship, innovative research and community impact.

@TAMUFaculty



FACULTY AFFAIRS OFFICE HOURS

[Sign-up Here](#)

<https://facultyaffairs.tamu.edu/>



Current Faculty »

Faculty are the foundation of our university, and are integral to fulfilling the land, sea and space grant missions of Texas A&M University. Click here to learn more about faculty support and resources.



Prospective Faculty »

Interested in joining the Texas A&M community? Click here for more information.



Academic Leaders »

Those in positions of academic leadership are uniquely situated to influence faculty success at Texas A&M University. Click here for resources and guides for your use.

Faculty Excellence



TASK FORCE FORMED TO PROTECT FACULTY, ACADEMIC FREEDOM »



TWO EXPERIENCED EDUCATORS EARN PRESIDENTIAL TEACHING EXCELLENCE AWARDS »



15 ARTS & SCIENCES FACULTY QUALIFY FOR 2023 AMPLIFYING EXTERNAL AWARDS PROGRAM RECOGNITION »

FACULTY AFFAIRS NEWS »

Stay in the know!



Whoop!



Thank You