

CLA Faculty Success Programs-an overview

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Commitment for faculty diversity, advancement and wellbeing through NCFDD

- Since 2015, we have invested and supported **69** faculty for participating in the Faculty Success Program by National Center for Faculty Development and Diversity (NCFDD). Total investment to date is **\$258,750**.
- This summer, we are starting with the Pathfinders program, designed exclusively for post-tenure faculty advancement.

NCFDD-continued

- Past attendees not only benefitted from learning about how to be a successful researcher and teacher, but also the peer mentoring, bonding and friendship during and after the program.
- Our faculty feel reenergized, with the tools in hand to develop better writing habits and prioritize goals with work-life balance in mind.
- On-campus programs with all Purdue participants after the program to reconnect and network.

Faculty Research Support-Engage Grant from ADFA

- **Engage** provides financial support to tenure-track faculty members in CLA, especially early- and mid-career faculty, to organize two-three-day workshops focused on advancing a piece of scholarship and/or creative activity that is in final draft form. An individual faculty member (or co-authors) with a final draft of a book manuscript, two-three related journal articles, and/or a creative work (e.g., a play, a piece of music, a collection of artwork) can apply to **Engage**. Funds can be used to invite three to five leading scholars and/or practitioners in the field to visit campus, consult and advise on ways to strengthen and improve the work-in-progress.
- Funding support at \$10,000 each, total to date is **230,000**.
- **23** grants awarded since 2017, on pause during pandemic

Engage-continued

- Books have been published, under contract, or under review with top university presses (Oxford, Cambridge, Chicago, Rutgers, MIT, Arizona)
- A great way to engage with external scholars for their expertise as well as potential of future research collaborations

Workshops for Promotion and Tenure

- Goal: to provide clear understanding of promotion and tenure process.
- College-level workshops for pre-tenure and post-tenure faculty, with invited speakers who just went through a successful promotion and tenure review to share best practices and tips.
- Working with ADVANCE Purdue Center for Faculty Success and VP for Faculty Affairs on presenting to new Assistant Professors on promotion and tenure expectations.

Faculty Leadership Programs

Goal: to develop faculty leadership skills as well provide the dept heads with on-job training and growth opportunities

Through VP for Faculty Affairs

- Big Ten Academic Leadership Program
- Purdue Insights Forum
- Other leadership Development Opportunities

Support for Clinical Faculty

- Clinical/professional faculty, or faculty of teaching and practice
- Worked with Faculty Affairs Committee on developing promotion expectation document for the Area Committee, making sure that our colleagues have clear guidance on promotion.
- With increasing number of clinical faculty, we are in the process of developing more programs to tailor the needs of our clinical colleagues;
- Enhances networking and peer mentoring opportunities across CLA units;
- Increases the Dean's support for teaching, engagement and professional development needs.

CLA Faculty Mentoring Incentive Program

To enhance the current departmental faculty mentoring system and to foster professional networking among colleagues at different professorial ranks for promotion and tenure, the Dean's office has launched the Faculty Mentoring Incentive Program with hospitality incentive to provide engagement opportunities for mentors and mentees. This program intends to help junior and mid-level faculty to maximize their networking opportunities with senior faculty for professional guidance.

Funding Support:

A \$**150** hospitality allowance has been provided to each mentee to be used throughout the academic year for a pair/group of mentor(s)-mentee (s).

Partnering with FAC and ADFA

- Goal: to optimize faculty success in CLA.
- Close partnership with CLA Faculty Affairs Com on developing policies, procedures and guidance documents (CLA Area Committee Guidance for Discovery and Student Mentoring, Clinical Faculty Promotion Guidance)
- Close communication with campus Associate Deans for Faculty Affairs on learning about other College-level faculty success programs as well as with VPFA for University-level initiatives