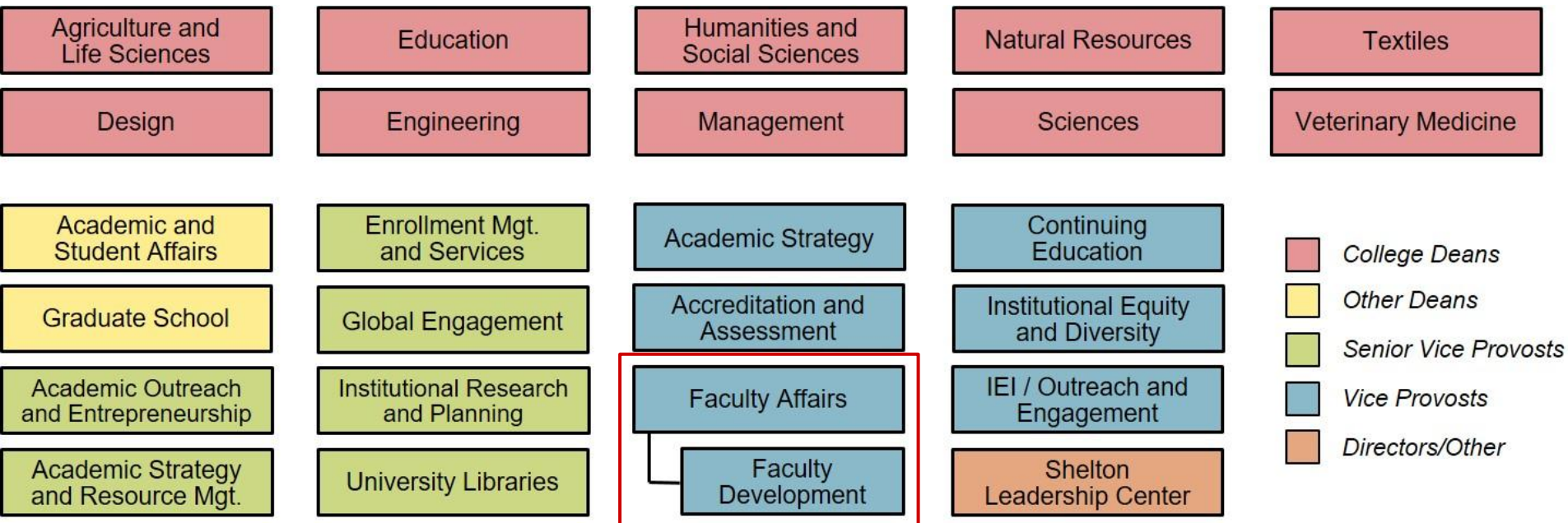


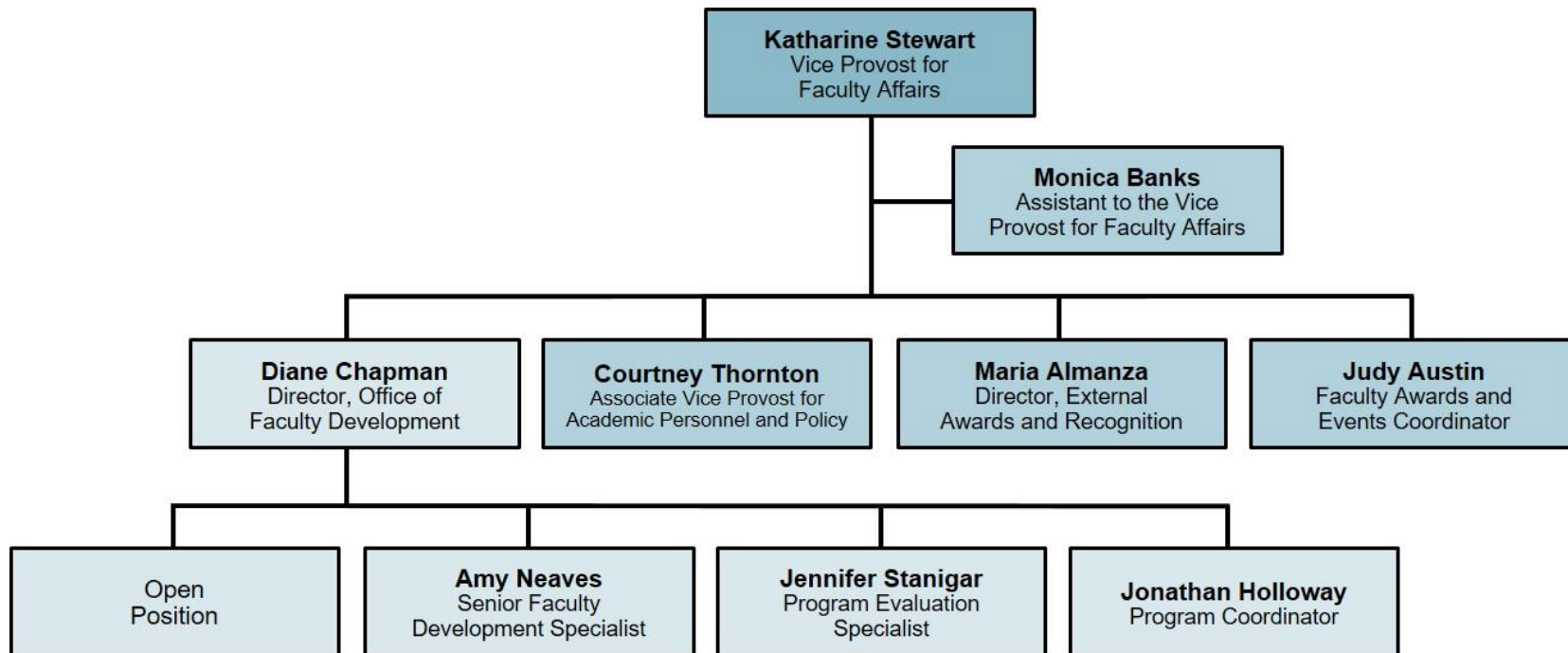
Faculty Affairs and Faculty Development Five Year Review: 2015-2020

Katharine E. Stewart, PhD, MPH
Vice Provost for Faculty Affairs

Office of the Executive Vice Chancellor and Provost

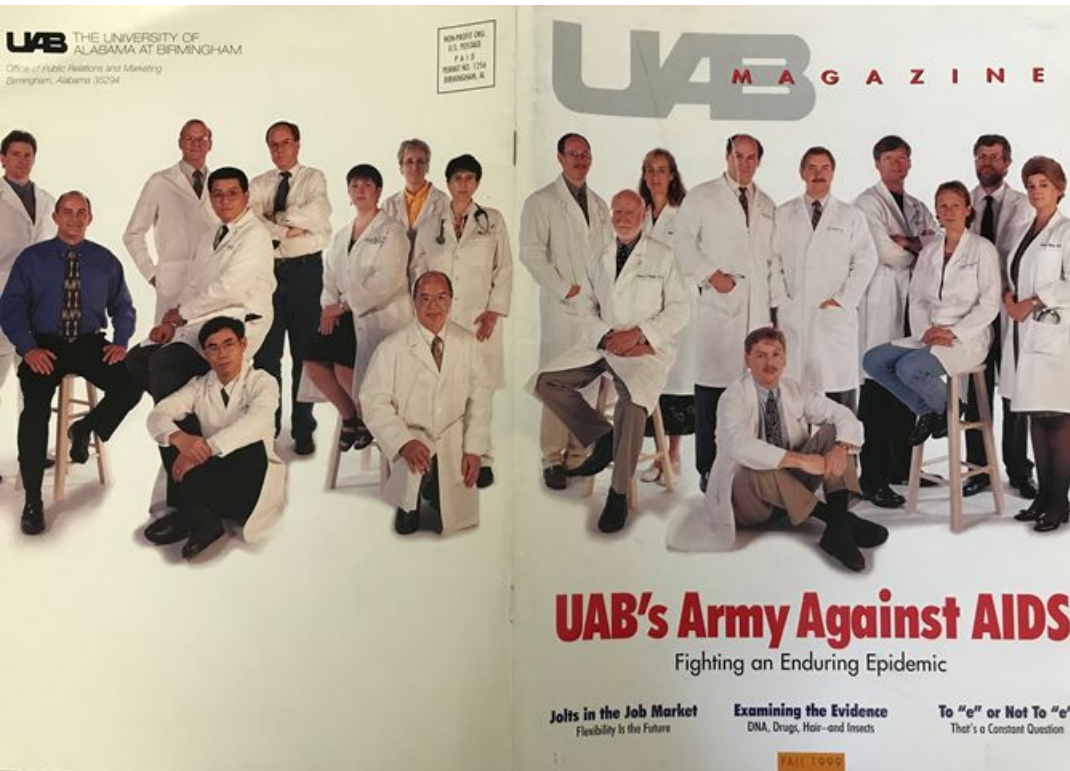


Offices of Faculty Affairs and Faculty Development



But first, some
time travel...





Holding high **standards** for performance and skill

Unwavering **curiosity** and **creativity** in pursuit of our goals

Commitment to be **honest** and **open** with those we **serve**

Dedication to our **team**, **valuing** and **including** everyone's unique strengths

Ability to find **joy**, **celebration**, and **delight** in the work

Focused on an audacious **vision** and **mission**



Holding high **standards** for ourselves and promoting faculty **excellence**

Willingness to be **curious** and **creative** in pursuit of **continuous improvement**

Openness and **transparency** in a commitment to shared governance

Spirit of **collaboration** and **partnership** to support **inclusive** programming

Promoting a culture of **recognition** and **celebration**

Consistently anchored in our land grant **mission**

Our Values



Holding high **standards** for ourselves and promoting faculty **excellence**



Spirit of **collaboration** and **partnership** to support **inclusive** programming



Willingness to be **curious** and **creative** in pursuit of **continuous improvement**



Promoting a culture of **recognition** and **celebration**



Openness and **transparency** in a commitment to shared governance



Consistently anchored in our land grant **mission**



HOLDING **HIGH STANDARDS** FOR OURSELVES
AND PROMOTING **FACULTY EXCELLENCE**



University Processes and Policies

753

Tenure and
Promotion Cases
in 5 Years

755

Post-tenure
Reviews
in 5 Years

200

Incumbent
Professors of
Distinction

**Plus supporting other
university processes
and policies:**

- SFR and Annual Review
- Instructor Qualifications
- Faculty Grievance
- Dean and VP Leadership Reviews
- Faculty On- and Off-Boarding
- Tenure Clock Extensions
- Emeritus Status
- Scholarly Reassignment
- Phased Retirement
- Instructional Continuity



Organizational Excellence

- Ongoing evaluation of our programming
- Publishing and presenting our work nationally and internationally
- Revisioning our efforts across the realms of faculty responsibility
- Advising new faculty development centers (VA, OH, Pakistan, Kosovo)



What Our Partners Say



**High Standards for
Promoting Faculty
Excellence**

“I can unequivocally state that I would not be the educator I am today without [OFD] ...none of [my formal] degrees or training programs ... led to as much personal growth as what I experienced while working to earn the Certificate of Reflective Teaching.”



WILLINGNESS TO BE **CURIOUS** AND **CREATIVE**
IN PURSUIT OF **CONTINUOUS IMPROVEMENT**



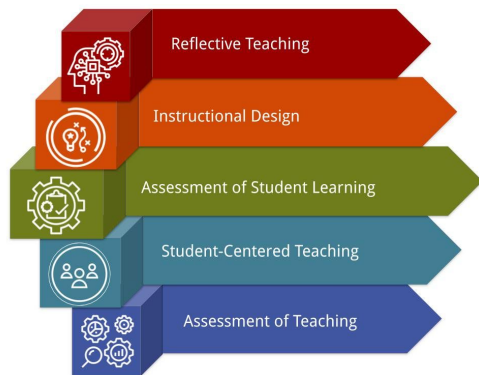
Innovative Programs and Resources

- Reflective Educational Design (RED) Certifications
- Institutes (Scholarship of Teaching and Learning, Course Design)
- Building communities (DH Orientation and Lunches, Writing and Grading Retreats, Reading Circles)
- Pack Hacks for Faculty
- RPT/SFR/PTR online suite





Spring 2019 RED Certification



63 Faculty*

* Compared to 61 faculty total
in the previous seven years

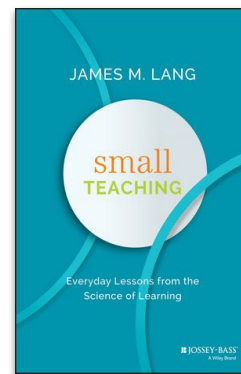
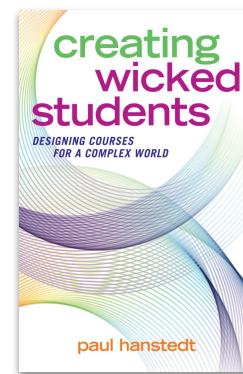
2018-19 Department Head Lunches



90% Attended
at least 1

70% Attended
3 or more

2018-19 Reading Circles



16 Circles

88 Faculty

What Our Partners Say



**Curiosity, Creativity
and Continuous
Improvement**

“I look forward to our monthly department head meetings as a time to learn, to be lifted up by examples from other departments, and even to commiserate with people who really know the unique challenges we face. Great professional development, fantastic support from the Provost’s Office, and a dose of therapy - it’s a great combination!”

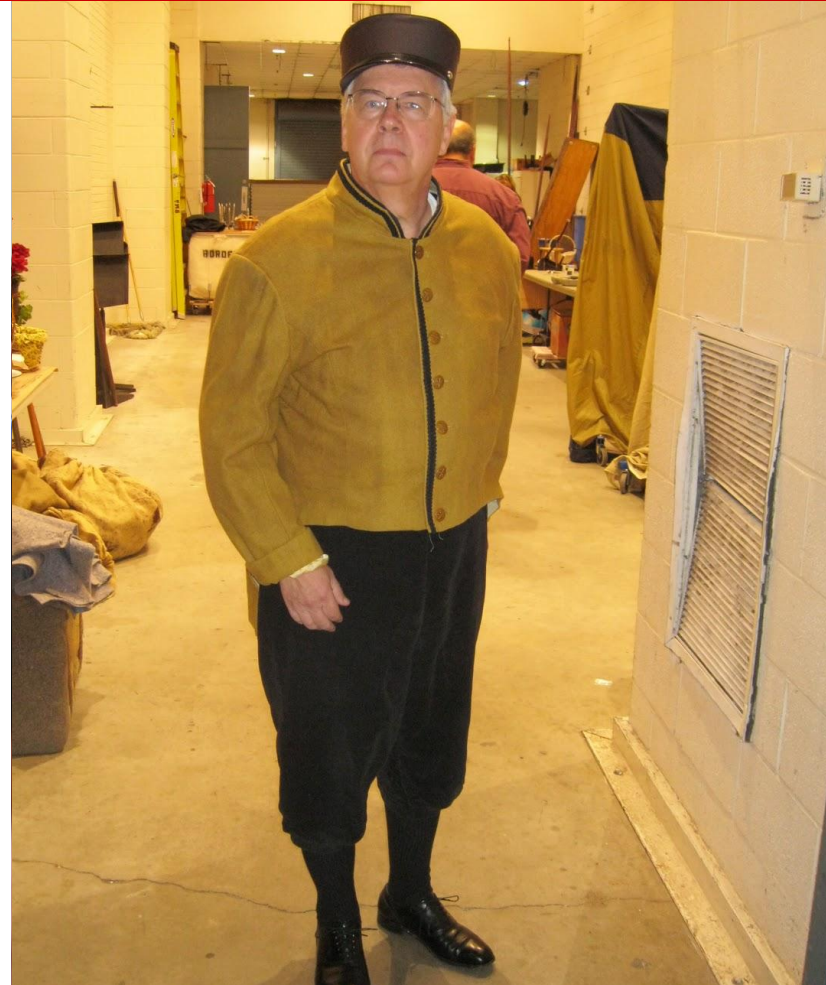


OPENNESS AND TRANSPARENCY IN A COMMITMENT TO SHARED GOVERNANCE



Partnering with Faculty Senate

- Liaison with Provost's Office for Senate questions and programming
- Policy and regulation changes
- Reviewing regular faculty surveys and data (e.g., COACHE)
- Professional track faculty concerns
- Training for 15 faculty mediators





Partnering Across Campus

- Clarifying and revising PRRs and increasing their visibility
- SME Task Force and SFR implementation
- COACHE survey and Salary Equity studies
- Faculty data clarity and consistency
- Faculty Central





Committee Participation

Evaluation of Teaching*

Speakers and Lectures*

DELTA Advisory

Outreach and Engagement
Working Group

Advisor Professional
Development

Council on Status of Women

Lifelong Faculty Involvement*

Faculty Well-Being Advisory

Learning Management System

Instructional Design
Interest Group

University Diversity Advisory

Association of Retired Faculty

* Standing Committee



What Our Partners Say



Openness,
Transparency and
Shared Governance

“Thanks for offering this opportunity [for faculty mediation training]. It was fascinating to meet so many folks and learn the various reasons colleagues around campus signed up to participate in this training. The three days were quite intense, there’s so much more to learn. My curiosity has been piqued.”



SPIRIT OF **COLLABORATION** AND **PARTNERSHIP**
TO SUPPORT **INCLUSIVE** PROGRAMMING



Inclusive Programming

- Inclusive teaching modules in RED certifications
- More online and hybrid programming
- Sustainability in Teaching conference
- National Center for Faculty Development & Diversity membership
- Annual Teaching and Learning Symposium

1,100+

Faculty participate in OFD programming each year

870

Faculty using NCFDD institutional membership



Partnering on Campus and Beyond



Faculty Development Partners Group

What Our Partners Say



**Collaboration,
Partnership and
Inclusive Programming**

“The [Faculty Development Partners Group] lets us more intentionally and effectively serve our faculty - all faculty, at every level in their careers. It’s created a space where collaboration can occur in a space free from organizational silos and towards an improved faculty experience.”



PROMOTING A CULTURE OF **RECOGNITION**
AND **CELEBRATION**



NC State and UNC Awards and Honors

- Thank-A-Teacher
- University Faculty Scholars
- Teaching Awards (Outstanding Teacher, Alumni Distinguished Undergraduate Professor, UNC Board of Governors, Gertrude Cox)
- Holladay Medal
- O. Max Gardner Award





Annual Events and Celebrations

- New Faculty Orientation and reception
- Teaching and Learning Symposium
- Newly Tenured Faculty luncheon
- New Women Faculty reception
- University Faculty Scholars reception
- Professors of Distinction reception
- Retired Faculty & EHRA staff luncheon
- Celebration of Faculty Excellence





External Awards and Recognition

- Created new position
- Strategically identifying awards for departments and faculty
- Managing application process
- Analyzing paths to success for major recognition
- Supporting application development and writing



What Our Partners Say



**Culture of Recognition
and Celebration**

“I really appreciate all that you do and for you all to take time to recognize faculty. Having students say thanks [through the Thank-A-Teacher program] means a lot!”

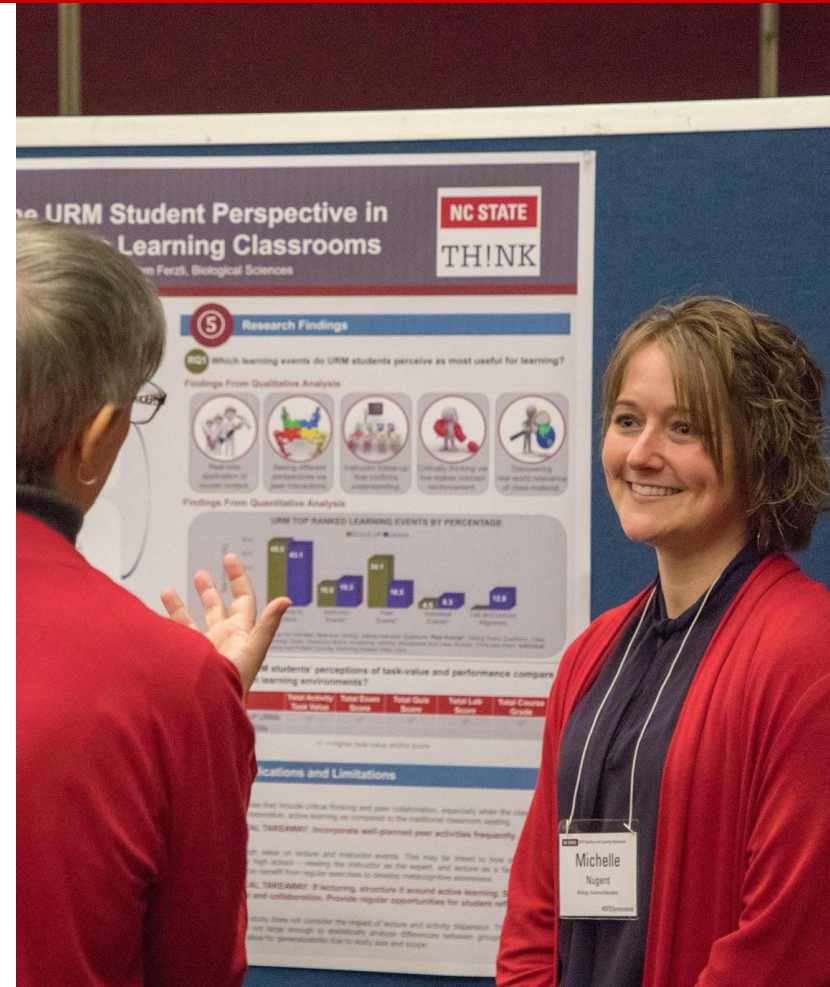


CONSISTENTLY ANCHORED IN OUR
LAND GRANT **MISSION**



Mission-Focused

- Expanding New Faculty Orientation
- Partnering with faculty on SOTL projects, including NSF and HHMI grants
- Partnering with TH!NK initiative
- Collaborating with Engaged Faculty Fellows
- Provost's Faculty Fellows Program
- Professors of Distinction



What Our Partners Say



**Anchored in Our
Land Grant Mission**

“...to be honest the overall [Teaching & Learning Symposium] event far exceeded my expectations for such a small and localized... event. The poster sessions were particularly engaging...I really came away with a great sense of community, and a sense of awe at the simply amazing breadth of work being done on campus.”



Holding high **standards** for ourselves and promoting faculty **excellence**

Willingness to be **curious** and **creative** in pursuit of **continuous improvement**

Openness and **transparency** in a commitment to shared governance

Spirit of **collaboration** and **partnership** to support **inclusive** programming

Promoting a culture of **recognition** and **celebration**

Consistently anchored in our land grant **mission**

...and also, having FUN.



Questions