

Office of Faculty Affairs

April 2024



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

OFFICE OF FACULTY AFFAIRS

About the Office

Mission

The Office of Faculty Affairs at Carolina fosters an inclusive environment and supports faculty members across all career paths by collaborating with academic units, developing exceptional talent, and implementing comprehensive programs to support faculty success.



Senior Leadership



Dr. Giselle Corbie
Senior Vice Provost for
Faculty Affairs



Dr. Erin Malloy
Associate Provost for
Faculty Development
and Success
Director, Center for
Faculty Excellence



Lachonya Thompson
Associate Provost for
Faculty Affairs

What We Do



Faculty Development & Leadership Development

- Mentoring Support
- CFE Leadership Development Programs
- Development Opportunities
- Performance & Conduct
- Faculty Reviews (Annual and Post-Tenure)
- Faculty Leave Programs
- Junior Faculty Development Awards
- Senior Faculty Research and Scholarly Leaves
- Provost Distinguished Faculty Leaders



Faculty Advancement

- Appointment, Promotion & Tenure
- Faculty Personnel Policies
- Distinguished Professorships
- Recognition & Awards (Teaching & Mentoring)
- Education and Training
- Faculty Retentions
- Spouse/Partner Hiring Program
- VITAE Hiring Program
- ELEVATE Program
- Faculty Workload Policy



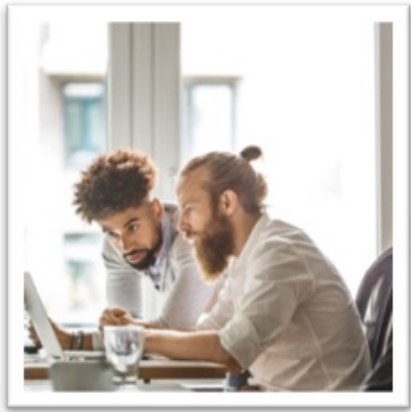
Belonging and Community

- Wellbeing
- Measuring & Mitigating COVID Impacts
- Faculty Support Programs
- Exit and Stay Interviews
- Title IX Appeals
- EthicsPoint Resolutions
- Climate Assessments

In addition, we support other administrative services like:
Overseeing University Policies on Faculty
Supporting the hiring and onboarding of deans
Reporting to the System Office



Comprehensive Faculty Development



Find Mentoring

Build Mentoring Network
Peer Mentoring
Find Mentors
Mentor Training Workshops
TEAM ADVANCE



Enhance Teaching

Course Design Institutes
Equity in Teaching Workshops
Consultations



Learn to Lead

Leadership Fundamentals
Women ADVANCE
Peer Coaching Groups
Faculty Administrator Orientation to Carolina
ACC Academic Leaders



Meet Colleagues

Conversations Workshops
Faculty Learning Communities
Cohort Programs
Pan-University



Support Research

Writing Groups Workshops
Consultations
Write-In's
Fulbright Support

OFFICE OF FACULTY AFFAIRS

Policy Implementation Update



Faculty Workload Policy – What is it?



STANDARD DISTRIBUTION
OF EFFORT



DEFINED WORKLOAD
CATEGORIES



ANNUAL WORKLOAD
PLANNING



ANNUAL WORKLOAD
REPORTING



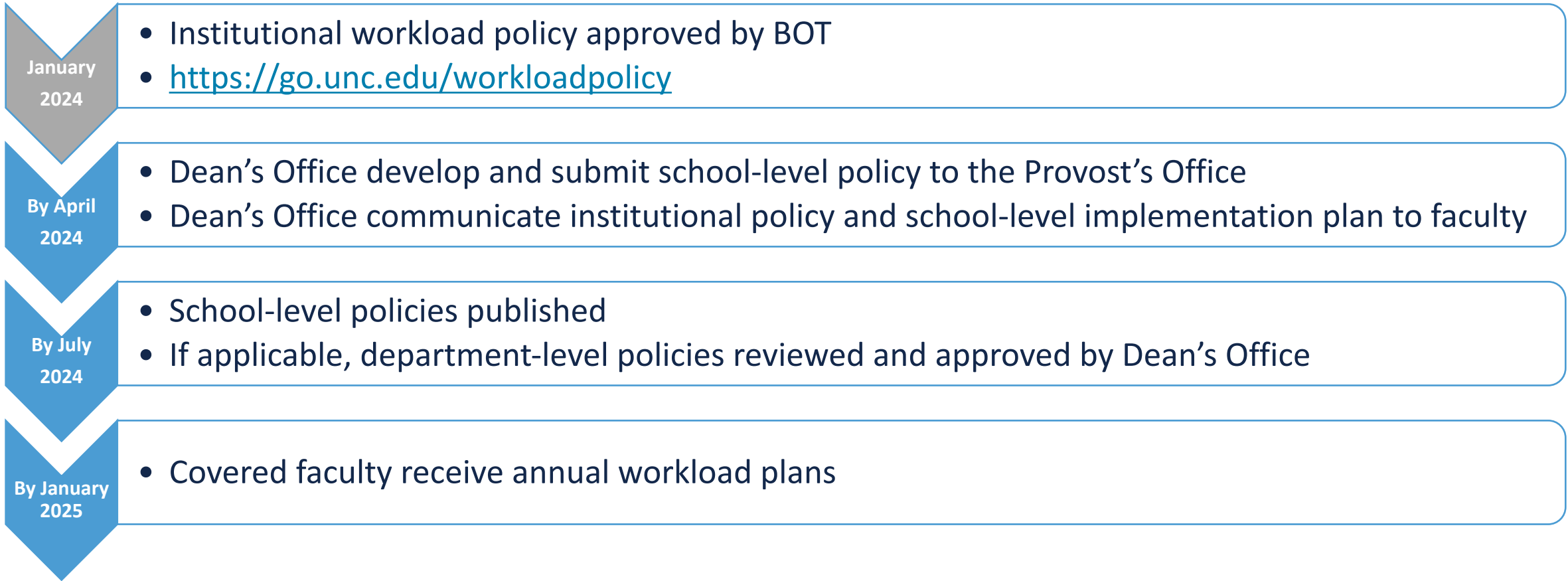
Faculty Workload Policy

What does it mean for faculty?

- The institutional policy is available for your review (<https://go.unc.edu/workloadpolicy>)
- Each school will develop its own workload policy
- Covered faculty members will receive a documented annual workload plan by
- Each school will report annually to the Provost's Office on workload
- The University will report annually to the System Office on faculty workload



Faculty Workload Policy Implementation Timeline





Post-Tenure Review Policy Update

UNC System Policy 400.3.3, 400.3.3.1[R] and 400.3.3.1 [G]



Changes in terminology (e.g., “long-term work plans” and “faculty success plan”)



Requires standard format for long-term work plans



Incorporates components from Faculty Workload Policy



Requires reporting of the names of faculty rated as exceeding expectations to the Provost



Post-Tenure Review Policy Update

NEXT STEPS

Update to university policy, regulation and guidelines

Unit policies updated by OFA

School review and acceptance of policy update

Links to the SO policy found at:

<https://facultyaffairs.unc.edu/policies-and-procedures/faculty-reviews/post-tenure-review-policy/>

OFFICE OF FACULTY AFFAIRS

Elevating Faculty Support: New Initiatives



COACHE 2021 Data Dissemination

- COACHE is a faculty work-life survey that came out of the Collaborative on Academic Careers in Higher Education at Harvard University
- Carolina has been involved in Harvard's research projects on faculty careers since the early 2000's
- UNC participated in tenure/tenure-track COACHE surveys in Spring 2009, 2013, 2015, 2018, and 2021
- COACHE included fixed-term faculty in the survey starting in 2015



COACHE 2021 Survey Results

- 2021 COACHE data is currently available at <https://assessments.unc.edu>
 - PDF Highlights of Preliminary Findings
 - Survey results for faculty (fixed-term and tenure-track) available to faculty and Senior Administrators with a valid ONYEN
 - School-level reports available to Deans, Provost and Senior Administrators only
- Ongoing opportunities to learn more from the data



Select Themes from COACHE 2018 and 2021

- Tenured and tenure-track faculty have the greatest dissatisfaction with the **clarity of policies and expectations for promotion**
- Variations exist in how faculty perceive **support for promotion from associate professor to professor**
- Faculty have varying levels of concern about the **effectiveness of mentoring**



Interfolio Faculty Information System



Interfolio Review, Promotion & Tenure

Conduct all your academic professional evaluations online, efficiently and securely—no more thumb drives, homegrown systems, or constantly managing file access.



Interfolio Faculty Activity Reporting

Power CVs, web profiles, workload reports, accreditation, and other academic storytelling—drawing on millions of records through the unique Interfolio Data Service.

What you need to know:

- The university has contracted with Interfolio to implement the **Review, Promotion and Tenure module**
- Future plan is to pursue the **Faculty Activity Reporting module**
- Implementation planning is in the **preliminary stages**
- Some units on campus already use the system for other purposes (*e.g., Libraries, IAH*)
- **More information to come!**

Screenshots of images courtesy of <https://www.interfolio.com/faculty-information-system/>

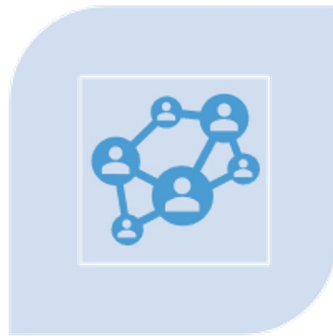


ELEVATE –

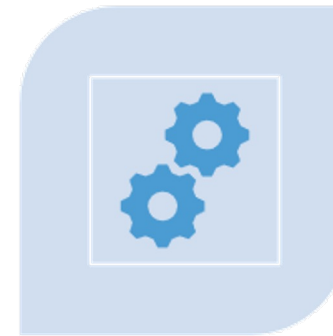
ELEVATE is a suite of faculty support programs that aims to advance the success of all members of our faculty community at Carolina. ELEVATE is rooted in our philosophy that all faculty, regardless of rank or track, will thrive at Carolina and that we have a responsibility as the chief academic office to ensure their success.



WHOLE LIFE CYCLE



CONNECT & ADVANCE



HOLISTIC & INTEGRATED

Other New Initiatives



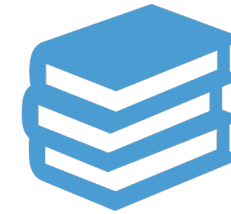
Mentoring Support

Strengthen and expand access to **faculty mentoring resources** to support faculty mentees, mentor development, and mentoring programs in departments and schools



Faculty Development

Build a network of **faculty development liaisons** to promote faculty development opportunities to faculty and aid in engaging chairs and deans



Teaching & Learning

Expand support for faculty who **teach** through fortifying CFE Teaching and Learning and engaging campus partners in a cohesive effort

We want to hear from YOU



facultyaffairs@unc.edu

cfe@unc.edu



<https://facultyaffairs.unc.edu>

<https://cfe.unc.edu>



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