

In our pursuit of institutional excellence and Carnegie Research-1 status, we must bolster our support and investment in faculty life.

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# Facilitating Faculty Success

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# Recognizing Institutional Excellence

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## Realigning with HOP ADM 06-503 & 06-504

### 06-503.D.1.d

*“Tenure at UTRGV is a long-term commitment, thus it should be awarded only when there is a clear case that doing so is in the best interest of UTRGV. Tenure and promotion is not solely a reward for performance during the probationary period; rather, it is a deliberate act taken after comprehensive evaluation of the faculty member’s past performance and potential for continued contributions to UTRGV’s mission and vision.”*

### 06-504.C.2.

*“Promotion to the rank of professor is a recognition of and reward to faculty who have sustained meritorious records of professional accomplishment that contribute to the university mission.”*

### ADM 06-503/504, Appendix B.2.b

*“Factors informing performance ratings include, but are not limited to, the quality, significance, impact, and quantity of publications or creative works, as judged by peer review.”*



# How we do this

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## 1. Need to Pivot!

**Current criteria has not changed; how we write our narratives needs to change.**

Narrative/Review Training –Quality, Impact, Significance

## 2. Moving Forward

Developing New Criteria

HOP Policy Changes

## 4. OFA success initiatives coming soon!

# Pivoting!

## *Emphasizing Quality, Impact, Significance*

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### **Changing the narrative (communication and training)**

- May 15 & 20 Chair Development workshop
- July 22 & 23 T&P groups going up this year
- August 1-20 One-on-one with Deans and Associate Deans
- August 16 Met with Chairs on T&P reviews
- August 30 Email with video and dossier guide to all tenure track faculty.
- August 30 Extended deadline for third year reviews to September 13
- September 3 Reminder sent to third year TT
- Sept 20 Pilot program training
- Sept 20 NTT committee and those going up for promotion renewal
- Nov TBA First-year faculty

# Developing New Criteria:

## *Emphasizing Quality, Impact, Significance*

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- August: One-on-one meetings with Deans process for submitting review criteria.
- All Deans received T&P template in August.
- Deans leading efforts on dissemination and communication regarding college & unit specific criteria.

### **Important Deadlines to OFA**

Dec 1: Dept T&P criteria deadline  
Feb 1: Dept promotion to full criteria (*tentative*)  
March 1: Dept NTT criteria (*tentative*)  
April 15: Annual Review (*tentative*)

### **External Reviews**

Faculty going up this year will see their reviews *after* they submit their dossier

New guidelines discussed with Chairs and Deans  
○ Available on Faculty Resources web page

# HOP Policy Review

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- We are currently reviewing and expect updates to current HOP policies.
- The goal is to align with UT system schools and other peers, and to recognize institutional excellence.
- Policies to review and update:
  - ADM 06-503: Tenure-track Faculty policy
  - ADM 06-504: Tenured Faculty policy
  - Non-Tenure Track Policy (*never installed; will replace ADM 06-502*)
  - All corresponding appendices
  - ADM 06-501: Faculty Workload
- Policy Impact Statements to HOP Committee by Oct 1.

# Additional Initiatives

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- Increased support for faculty travel to disseminate scholarship
- Collaboration with Division of Research to support further faculty success
- Comprehensive faculty development series
  - Leadership Development & Onboarding programs
  - More faculty trainings
  - Membership to NCFDD
- Re-evaluating processes and policies
  - Faculty Ombuds, seed grants, FDL, faculty grievances, exit interviews, awards, and general communication with faculty
- Faculty Affairs open houses/office hours on both campuses