



The University of Georgia

Teaching Academy

Date: April 11, 2014

To: Professor Pamela Whitten
Senior Vice President for Academic Affairs and Provost

From: Faculty Development Break-out Group: Eddie Watson (facilitator), Colleen O'Brien Cherry, Puneet Dwivedi, Rebecca Enghauser, Marcus Fechheimer, George Francisco, David Gattie, Linda Hughes, Don Leo, Myra Moore, Luke Naeher, Barbara Schuster and Hillary Tanner

Re: Recommendations for Faculty Development

Dear Provost Whitten,

The Faculty Development (FD) Break-Out group at the 2014 Academic Affairs Faculty Symposium enjoyed a vibrant conversation encompassing many potential opportunities for providing increased support to the faculty in terms of faculty development at the University of Georgia (UGA). Our group was diverse and was made up of many faculty types (tenured, non-tenured, public service, research scientists, lecturers and deans) with a wide range of experience from the junior faculty to the seasoned professors. Our discussions developed into the following ideas we would like you to consider as UGA continues to develop its culture of excellence.

1. Policies

- a. Develop specific guidelines for each faculty type, including clear guidelines of priorities and expectations to support promotion. With a university defined foundational guideline, each college or unit could then incorporate the priorities and expectations specific to their faculty positions.
- b. Implement a requirement that all members of a Promotion and Tenure committee be trained on the most current guidelines for promotion and tenure as well as instructions on best practices for committee members to provide consistent decisions based on university guidelines.

- c. Develop, implement, and fully fund a policy on faculty professional leave (i.e. sabbaticals) to give faculty a period of uninterrupted time to invest in their professional development.

2. Programs

- a. Provide "Transitions" faculty development at key career points providing guidance, support, and resources for faculty. Each stage of a faculty members career brings with it new opportunities and new challenges. By providing, "Transitions" development, new faculty, those promoted from assistant to associate and those promoted from associate to senior faculty would be better prepared to serve UGA in new capacities of leadership, teaching, research and service. "Transitions" program development would also be important in the development of non-traditional faculty, and those who are transitioning into different tracks. (ie. from non-tenure to tenure track, or clinical to tenure track, or research to public service).
- b. Include a personal "Career Development Plan" as part of the annual review process prompting managers to provide recommendations supporting the advancement of the faculty member based on the guidelines for their position.
- c. Develop a pool of experts in leadership, teaching, research, and service for the purposes of providing consulting and mentoring internally to UGA faculty. This "Talk to the Expert" program would provide confidential access to other faculty members for purposes of garnering advice, ideas and other forms of guidance. Individuals in the "pool" would be recruited from the many experts located within UGA's renowned faculty.
- d. Encourage philanthropy to support endowed professorships, faculty development programs, including travel and summer research grants.

We would be happy to provide further explanation on any of these opportunities to support the faculty. Thank you for allowing us to collaborate on this important aspect of UGA's success.