

New Faculty Orientation

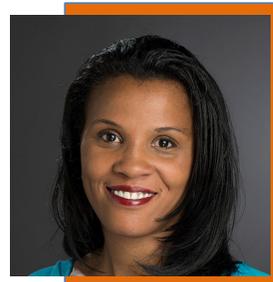
Introduction to Office of Faculty Affairs

LaVerne McQuiller Williams, Ph.D., J.D.
Associate Provost for Faculty Affairs
Wednesday, August 13, 2025

LaVerne McQuiller Williams, Ph.D., J.D.
Associate Provost for Faculty Affairs & Professor

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Role of the Office of Faculty Affairs

Develop best practices, policies, and procedures in support of faculty recruiting, onboarding, retention, tenure & promotion, and faculty development.

Maximize the success of faculty

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OFA Partners:

- Faculty Career Development (Cheryl Herdklotz & Anne Marie Canale)
- Office of Faculty Recruitment (Torrence Sparkman)
- AdvanceRIT (Malar Hirudayaraj, Director and Faculty Associate for Women)
- Faculty Associates for:
 - AALANA (Nickesia Gordon)
 - Women (Malar Hirudayaraj)
 - Non-Tenure Track (Heidi Nickisher)

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AdvanceRIT



Malar Hirudayaraj, Ph.D.

Director, AdvanceRIT

Faculty Associate for Women Faculty

Associate Professor, Saunders College of Business (SCB)

- CREW – Council for the Representation and Engagement of Women
- CREW Faculty Coaches
- Connect Grants
- Creating and cultivating connections

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Faculty Associates

- Engaging college leadership to identify needs for faculty support
- Review of COACHE Faculty Satisfaction Survey results to identify areas for improvement of support of faculty
- Faculty advocates - meeting with faculty to understand and address concerns
- Offering events that engage faculty to support their career development

Heidi Nickisher, Ph.D.

Faculty Associate for Non-Tenure Track Faculty

Principal Lecturer, College of Art and Design (CAD)



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Nickesia Gordon, Ph.D.
Faculty Associate for AALANA Faculty
Associate Professor, College of Liberal Arts
(COLA)



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**Office of Faculty
Recruitment**



Torrence Sparkman, Ph.D.
Assistant Provost and AVP for Faculty
Recruitment

- Future Faculty Career Exploration Program
- Community engagement using social media around opportunities at RIT and challenges facing early career faculty

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Faculty Career Development

Cheryl Herdklotz, Ph.D.
Senior Faculty Career
Development Consultant



Anne Marie Canale, Ed.D.
Senior Faculty Career
Development
Consultant

- “Faculty Success Series”
- Faculty Writing Groups
- Faculty Mentoring in collaboration with AdvanceRIT and CREW
- Faculty Information Sessions and Social Networking Events
- Tenure and Promotion Workshops

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New Faculty Opportunities this Fall

- Information Sessions with **Sponsored Research Services** and **Research Computing**
- Discussion on **Navigating Deaf Inclusion in the Classroom**
- Workshop on preparing **grant applications** for non-tenure track faculty
- Panel discussions on **tenure process** for new faculty
- Panel discussion on **promotion process** for new lecturers

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Faculty Affairs Website

Website with easy navigation to faculty development opportunities, policies, and support (<https://www.rit.edu/provost/> → Faculty Affairs).