

New Faculty Orientation

Introduction to Office of Faculty Affairs

LaVerne McQuiller Williams, Ph.D., J.D.
Associate Provost for Faculty Affairs
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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, Assistant Provost & AVP for Faculty Recruitment, Access, Engagement, and Success)
- AdvanceRIT (Malar Hirudayaraj, Director)
- Faculty Associates:
 - Nickesia Gordon
 - Malar Hirudayaraj
 - Heidi Nickisher

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AdvanceRIT



Malar Hirudayaraj, Ph.D.

Director, AdvanceRIT

Faculty Associate

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

Principal Lecturer, College of Art and Design (CAD)



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Nickesia Gordon, PhD

Faculty Associate

Associate Professor, College of Liberal Arts
(COLA)



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Office of Faculty Recruitment



Torrence Sparkman, Ph.D.

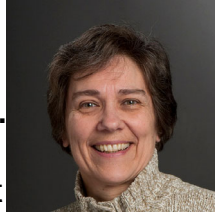
Assistant Provost & AVP for Faculty
Recruitment

- Future Faculty Career Exploration Program
- Recruiting and retention of diverse faculty
- Implicit bias training in faculty search process
- 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 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).