



## **Faculty Success Team**

### **Charter and Objectives**

#### **Faculty Success Team Charter**

**Mission Statement:** The Faculty Success Team is dedicated to fostering an environment where faculty members can thrive in their teaching, research, and service roles. Our mission is to support faculty development, enhance faculty well-being, and promote a culture of excellence and collaboration across the university.

**Purpose:** The purpose of the Faculty Success Team is to identify, develop, and implement strategies and initiatives that support faculty members' professional growth and success. We aim to address the needs and challenges faced by faculty, ensuring they have the resources and support necessary to achieve their full potential.

**Membership:** The Faculty Success Team consists of:

- Three senior faculty members (staggered three-year terms)
- Faculty Senate President
- Two Academic Deans (rotating yearly term)
- Representatives from Human Resources, Division of Research and Economic Development, Center for Student Success, Center for Teaching and Learning, Division of Agriculture, Athletic Academics, Office of Institutional Research and Effectiveness, and Division of Access, Opportunity, and Success
- Executive Vice Provost in Academic Affairs

#### **Roles and Responsibilities:**

- **Chair (Associate Vice President in the Provost Office):** This person leads meetings, sets agendas, ensures the team's objectives are met, and appoints the faculty and deans to the team.
- **Members:** Actively participate in meetings, contribute to discussions, and support the implementation of initiatives.
- **Subcommittees:** Formed as needed to focus on specific areas such as professional development, policy review, and faculty well-being.

**Meeting Schedule:** The Faculty Success Team will meet monthly, with additional meetings scheduled as needed.

**Decision-Making Process:** Decisions will be made by consensus whenever possible. A majority vote will determine the outcome if consensus cannot be reached.

## **Objectives**

1. **Enhance Faculty Development Programs**
  - Expand and improve professional development opportunities.
  - Implement mentoring programs for junior faculty.
  - Provide resources for career advancement and leadership training.
2. **Promote Faculty Well-being and Work-Life Balance**
  - Develop initiatives to support mental health and well-being.
  - Advocate for family-friendly policies and practices.
  - Create a supportive and inclusive work environment.
3. **Improve Faculty Recruitment and Retention**
  - Develop strategies to attract and retain top-tier faculty talent.
  - Ensure best practices in recruitment practices.
  - Support new faculty through onboarding and orientation programs.
4. **Support Faculty Research and Scholarship**
  - Provide resources and support for research activities.
  - Facilitate interdisciplinary collaboration and grant opportunities.
  - Recognize and celebrate faculty research achievements.
5. **Strengthen Communication and Collaboration**
  - Establish effective communication channels within the team and with the broader faculty community.
  - Foster collaboration between different divisions and departments.
  - Engage faculty in decision-making processes and governance.
6. **Monitor and Evaluate Progress**
  - Regularly assess the effectiveness of faculty support programs and initiatives.
  - Collect and analyze data on faculty satisfaction and performance.
  - Adjust strategies and objectives based on feedback and outcomes.
7. **Faculty Recognition**
  - Administer faculty awards and recognition programs.
  - Celebrate faculty achievements in teaching, research, and service.
  - Promote faculty accomplishments within and outside the university.