CRA Workshop for New Chairs Faculty

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Faculty

- CS@TAMU
  - 41 tenured/tenure track faculty
    - 4 faculty hired this year
    - 5 senior lecturers
    - Next year, we will be hiring 3-4 new faculty
  - In the College of Engineering
  - Became a department in 1983
- Enrollment:
  - 600 Undergrads
  - 350 Grads
Faculty

- Faculty members are the most important aspect of a university
  - Students: degree
  - Faculty: career
- Hire and tenure processes are the two most critical processes for a DH
Faculty: Environment

- Conducive for research and teaching
  - Identify individual needs of faculty
  - Facilitate communication among faculty
- Transparency of leadership
  - Communicate information and communicate often
    - The good and the bad
- Governance
  - Insure faculty involvement in the governance of the department
    - Allow different opinions to be heard
Faculty: Mentoring

- Necessary for assistant and associate professors
- Have a program in place when a new faculty member arrives
- Multiple mentors can provide multiple perspectives
- Evaluate annually
- DH can be involved with mentoring junior faculty
Faculty: Evaluations

- Provide annual feedback to each faculty member
- TAMU
  - Evaluations are done by a three-person committee
  - DH meets with each faculty for 30 min.
  - Provide assessment and recommendations