

# 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