

# New Faculty Orientation

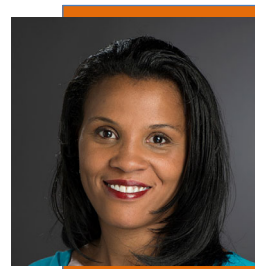
## Introduction to Office of Faculty Affairs

LaVerne McQuiller Williams, PhD, JD  
Associate Provost for Faculty Affairs  
Wednesday, August 14, 2024

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

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Website: [www.rit.edu/provost](http://www.rit.edu/provost)



## 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***

### OFA Partners:

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

**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

**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)



**Nickesia Gordon, PhD**  
**Faculty Associate for AALANA Faculty**  
Associate Professor, College of Liberal Arts  
(COLA)



**Larry Villasmill, PhD**  
**Interim Faculty Associate for AALANA Faculty**  
Associate Professor, College of Engineering  
Technology (CET)



**Office of Diversity  
and Recruitment**



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

## Faculty Career Development

**Cheryl Herdklotz, PhD**  
Senior Faculty Career  
Development Consultant



**Anne Marie Canale, EdD**  
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

## 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

## Faculty Affairs Website

Website with easy navigation to faculty development opportunities, policies, and support

(<https://www.rit.edu/provost/> → Faculty Affairs).