

Dr. Shannon Collier-Tenison, PhD, MSW

Dr. Shannon Collier-Tenison is the Associate Vice Chancellor for Academic Affairs for Faculty Relations and Administration and a tenured Professor of Social Work at the University of Arkansas at Little Rock. During her time in academia, she has served in a wide range of roles in academic affairs, from faculty to program coordinator to college administrator. Across these positions, Dr. Collier-Tenison has developed a strong appreciation for faculty governance, workload, and experiences, as well as a solid understanding of the necessity of clear administrative leadership at all levels. Her leadership style is direct, proactive, and relational, incorporating a collaborative approach to problem solving and determining growth opportunities.

In her current role, Dr. Collier-Tenison's portfolio encompasses faculty support and development, academic personnel processes, position management and budgets, support for academic advising and student support initiatives, and leadership development. She is the lead administrator for Faculty Success by Watermark, a data management tool used for faculty annual review, workload reports, and web profiles. Dr. Collier-Tenison facilitated the implementation of Faculty Success for the law school, tailoring the application to include activities specific to faculty in that academic area. She also partnered with information technology staff and college deans to integrate Faculty Success with a new SIS as the university moved to Workday Student. This collaboration allowed for continuous use of the application, as well as opportunities to enhance efficiencies in the reporting and review processes.

Dr. Collier-Tenison has invested heavily in faculty mentorship across her career, providing support in both formal and informal roles, for early career faculty, academic staff, and those new to administrative roles, as each of these individuals plays a formative role in support of students. In addition to direct mentorship, she has garnered support for new initiatives to support faculty development. This includes support and supervision of the Academy for Teaching and Learning Excellence and facilitation of faculty mentoring programs open to faculty at the tenure track, instructor, and visiting levels. Along with two colleagues, Dr. Collier-Tenison developed and facilitated the Academic Leadership Academy (ALA) for faculty new to or interested in academic administration. The goal of the ALA is to provide faculty and early career administrators the opportunity to develop, expand, and refine leadership skills through a cohort model. This program is scheduled over the academic year and focuses on leadership identity, style, and culture, team management, initiating and managing difficult conversations, conflict resolution, and work-life balance. Following successful pilot programs with new academic administrators and faculty cohorts, they have expanded the reach of the academy to identify and cultivate leadership with academic staff as well.

Dr. Collier-Tenison serves as a primary point of contact for academic advising campus-wide for deans, directors of student services, and academic unit heads. Through this work, she fosters ongoing communication between professional advising, faculty, enrollment services, athletics, and admissions staff in service to students' success. She is also the liaison to a team of licensed social workers who provide case management and emergency funds for students within their

own colleges. This is an initiative of which she is extraordinarily proud, as cultivation of student success gifts has allowed expansion of this program so that students across campus have an onsite resource to address increasing mental health needs, academic stress, and financial challenges.

Dr. Collier-Tenison earned her PhD in Social Work and a Master of Social Work from Washington University in St. Louis. Her undergraduate degree is a B.A. in Psychology from Hendrix College in Conway, Arkansas.