Provost Forum
Faculty Excellence and Prominence
Our Promise

Harness the power of scale to transform lives and livelihoods.

Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us.

Deploy our distinctive assets to solve society’s greatest challenges.

Create partnerships at every level that amplify our academic, economic, social, and cultural impact and reputation.

Innovate academic, operational, and financial models to transform higher education.
Faculty Excellence Metrics

Tenured and Tenure-Track Faculty

- Reach 1,200 full-time tenured and tenure-track faculty members.
- At least 65% of all faculty members with instructional duties are tenured or tenure-track.

Inclusive Excellence

- Achieve 25% in employment of underrepresented groups among tenured and tenure-track new hires
Faculty Excellence Metrics

National Academy Members

• Increase the number of National Academy members on faculty to 6.

Endowed Professorships and Chairs

• Increase the number of philanthropically endowed professorships and chairs from 64 to 80.

National and International Recognition

• Double national and international recognition of faculty excellence, and quadruple recognition by 2035.
Tenured & Tenure-Track Faculty

INCREASE BY 58 PER YEAR

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>835</td>
</tr>
<tr>
<td>2015</td>
<td>911</td>
</tr>
<tr>
<td>2016</td>
<td>981</td>
</tr>
<tr>
<td>2017</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>1,200</td>
</tr>
</tbody>
</table>

UCF
Inclusive Excellence Hires (T/TT)

Underrepresented includes American Indian/Alaska Native, Black/African American, Hispanic, Multi-racial, and Native Hawaiian/Other Pacific Islander
Inclusive Excellence Hires (T/TT)

Underrepresented includes American Indian/Alaska Native, Black/African American, Hispanic, Multi-racial, and Native Hawaiian/Other Pacific Islander
Endowed Professorships and Chairs

- **2014**: 64
- **2015 (Baseline)**: 64
- **2016**: 64
- **2020**: 80

The number of endowed professorships and chairs is projected to increase by 4 per year from the baseline of 2014.
Cynthia Y. Young
Vice Provost for Faculty Excellence
and International Affairs & Global Strategies
Recruiting Faculty

- We are all recruiters.
- Don’t settle!
- Know our new initiatives.

We’re Hiring
University of Central Florida • Orlando
100 faculty members for our 13 colleges. Join us.
Faculty Cluster Initiative

• 6 Inaugural Clusters
  ▪ Cyber Security and Privacy
  ▪ Energy Conversion and Propulsion
  ▪ Genomics and Bioinformatics
  ▪ Prosthetic Interfaces
  ▪ Renewable Energy Systems
  ▪ Sustainable Coastal Systems

• 33 New Positions

• Up to 20 Lines for FCI 2.0
Recruiting Initiatives

- Diversity and Inclusive Excellence Task Force (also for faculty engagement)
  - Hiring goal of 50% above discipline PhD pipeline
- National Academy Member Recruitment
- Targeted Opportunity Program
  - Inclusive Excellence
  - Academic Partners
Sissi Carroll
Dean and Professor, College of Education and Human Performance

Timothy Hawthorne
Assistant Professor, Sociology

Alicia Hawthorne
Assistant Professor, Burnett School of Biomedical Sciences
Faculty Professional Development Opportunities

Assistant Professor Excellence Program
Instructor/Lecturer Excellence Program
Academic Leadership Academy
Chairs and Directors Excellence Program
Chairs and Directors Leadership Circle
Center for Success of Women Faculty
Charge: Double Faculty Recognition

• Internal Faculty Productivity Database
  ▪ Help Track and Centralize Data
  ▪ Held Faculty Focus Groups to Help Develop

• External Tool for Aggregate Reporting
  ▪ Academic Analytics for Assessing Scholarly Impact
Engaging and Retaining Faculty

- Promotion Pathways for All Faculty
- Improved Communication and Newsletter
- COACHE Faculty Engagement Survey
  - Recognition and Awards
  - Promotion Policies
  - Departmental Leadership, Quality and Collegiality
  - Nature of Work (Teaching, Research, and Service)
  - Personal and Family Policies
## COACHE Priorities

### Recognition & Awards

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased Faculty Recognition</td>
<td>Publicly recognize excellence in meaningful ways (e.g., Provost/Vice Provost surprise visits to departmental meetings, recognition on web pages, etc.)</td>
</tr>
<tr>
<td>Increased Support for Faculty Recognition Opportunities</td>
<td>Provide financial support to facilitate recognition of excellence (e.g., increasing travel budget to award travel money to receive prestigious awards)</td>
</tr>
</tbody>
</table>

### Promotion

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Professor CPEs</td>
<td>Require at least one CPE for associate professors before they apply for promotion</td>
</tr>
<tr>
<td>Clearer Promotion Communications</td>
<td>Strengthening clarity and consistency of promotion and tenure standards, and improving the communication of expectations across all levels</td>
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</tbody>
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### Departmental Leadership

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Development Program</td>
<td>Creation of a new development program for chairs and directors</td>
</tr>
<tr>
<td>College/Departmental/Unit By-Laws</td>
<td>College-level policies on the appointment and reappointment of chairs in directors, with departmental by-laws to be developed in all units</td>
</tr>
</tbody>
</table>

### Nature of Work

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTE Assignment of Duties</td>
<td>University-wide initiative to re-evaluate FTE assignment allocations in terms of teaching, research and service, and better inform faculty and administrators of expectations</td>
</tr>
<tr>
<td>Course Release Awards</td>
<td>New “Collective Impact Course Release Awards” for innovation in research, teaching and service</td>
</tr>
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### Personal and Family Leave

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<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Family Emergency Leave</td>
<td>Must be addressed through Collective Bargaining</td>
</tr>
<tr>
<td>Tuition Waiver Transfer</td>
<td>Must be addressed through Collective Bargaining</td>
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Next Provost Forums:

**Student Success**
Monday, Feb. 13, at 9 a.m.
Morgridge International Reading Center – GRC Room

**Funding and Philanthropy**
Thursday, April 13, at 9 a.m.
Morgridge International Reading Center – GRC Room