

New Faculty Onboarding

Office of Academic Personnel

Fred M. Nafukho, Vice Provost

Hilaire Thompson, Associate Vice Provost

Marjorie Olmstead, Associate Vice Provost

BE BOUNDLESS



OAP Vision and Mission

OUR VISION

Sustain academic and faculty excellence through provision of quality services

OUR MISSION

Committed to a transformational plan to support faculty development and success across the career lifespan. We take a holistic approach across all system levels that considers (1) recruitment (2) professional development, (3) promotion, and (4) retention

Our Core Values



- > **Excellence**
Striving for continuous improvement in the service and products we deliver.
- > **Collaboration**
Establishing and drawing upon productive working relationships within and beyond our organization.
- > **Innovation**
Transforming novel ideas into practical solutions.
- > **Diversity**
Creating a safe, inclusive environment where we recognize, value, and work toward understanding difference.
- > **Respect**
Promoting a work environment that values listening, encouragement, and trust.
- > **Service**
Orienting our work to focus on delivering value to UW's academic personnel, those that support them , and the broader UW community.
- > **Integrity**
Holding ourselves accountable for our words and actions; endeavoring to make decisions through careful reflection and analysis; and treating each other and those we serve honestly and equitably, with dignity and respect.

How We Serve

OAP leads, collaborates, communicates, and innovates across a range of services

- > **Recruitment**
- > **Appointment Management**
- > **Faculty Development**
- > **Promotion & Tenure**
- > **Compensation**
- > **International Scholar Support**
- > **Non-Medical Leaves Administration**
- > **Policy & Compliance**
- > **Employee Relations**
- > **Information Systems**
- > **Data & Analytics**

Information on our website:
<https://ap.washington.edu>

Whom We Serve



- > **OAP serves nearly 22,000 academic personnel across five categories**
 - Faculty
 - Librarians
 - Postdoctoral Scholars
 - Medical/Dental Residents & Fellows
 - Academic Staff
- > **UW's World-Class Faculty**
 - is comprised of core faculty represented across five titles
 - additional faculty serve in a variety of roles
 - With top ranked health sciences programs, UW's clinical faculty contingent is substantial.
 - > Clinical faculty serve in either salaried and non-salaried capacities
- > **OAP provides a full range of services and academic human resources administration to all faculty regardless of title, rank, or salary status**

Whom We Serve by the Number

Source: 2022 Census

**new title as of June 2023

Title	Number	Percent of Total
Core Professorial Faculty	4826	22%
➤ Tenured/tenure-eligible	2114	
➤ WOT: Without Tenure by Reason of Funding Source	1925	
➤ Research Professorial	245	
➤ Teaching Professorial	542	
➤ Clinical Practice	**	
Clinical Faculty	6965	32%
➤ Clinical Salaried	1107	
➤ Clinical Non-Salaried	5858	
Other Instructional Faculty	1759	8%
➤ Artists in Residence	28	
➤ Lecturers	587	
➤ Professors of Practice	8	
➤ Teaching Associates	682	
➤ Acting & Visiting Faculty	454	
Emeritus Faculty	2125	10%
Affiliate Faculty	3278	15%
Librarians	171	.1%
Residents & Fellows	1550	7%
Postdoctoral Scholars	843	4%
Academic Staff	418	2%

What are all these different faculty titles?

	Possible Titles/Ranks	Expectations			Funding Source(s)	Mandatory Clock?	Other
		Teaching	Research	Service			
Tenured/Tenure Track Professorial	Assistant Professor Associate Professor Professor	X	X	X	General operating funds from state sources (GOF)	Y	Only title that can carry tenure
WOT Professorial (w/o tenure by reason of funding source)	Assistant Professor WOT Associate Professor WOT Professor WOT	X	X	X	non-GOF sources (e.g., grants/contracts, practice plan)	Y	
Research Professorial	Research Asst. Professor Research Assoc. Professor Research Professor	*	X	X	primarily from grants/contracts; limited unit-based non-GOF support	Y	*Teaching not required (permitted if funding allows); student mentorship common
Teaching Professorial	Asst. Teaching Professor Assoc. Teaching Professor Teaching Professor	X	^S	X	Funding from GOF and/or fee-based programs	N	^S-scholarship is required

What are all these different faculty titles (con't)?

Lecturer and Teaching Associate

- Expected to excel in teaching
- Service as locally required
- Can be multi-year appointments or temporary appointment (quarterly or annual basis)
- Non-promotable appointments

Clinical Professorial

- Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor [+ Salaried or Non-Salaried]
- For salaried faculty, ratio of expected teaching to clinical service to scholarship varies
- Non-salaried appointments generally recognize commitment to serve in volunteer clinical training roles in settings outside of UW
- Annual appointments, no mandatory clock for promotion

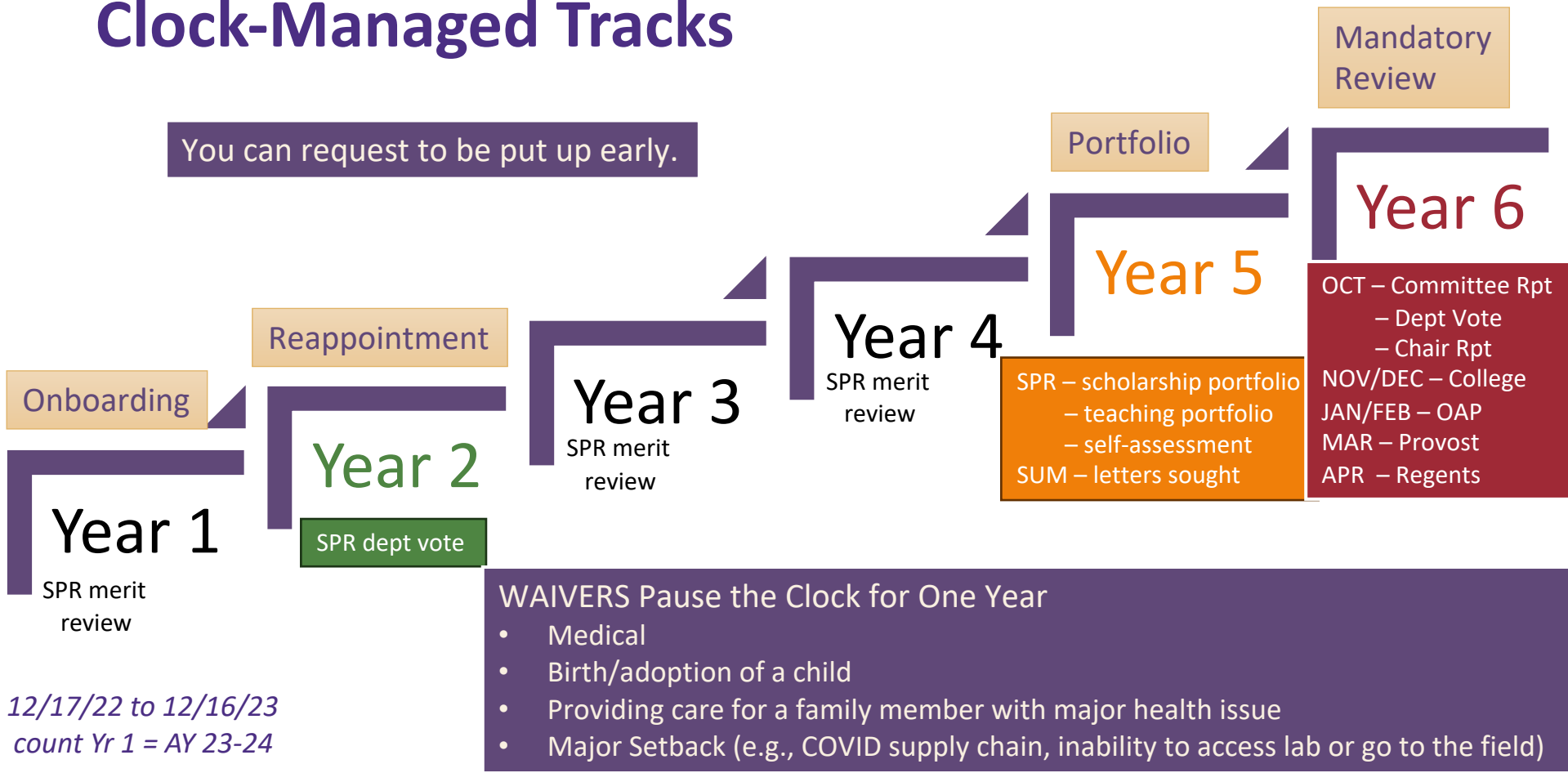
Artist in Residence and Professor of Practice

- Artist in Residence, Senior Artist in Residence have voting rights; Prof. of Practice does not
- Faculty with extensive professional experience and not necessarily an academic credential
- Appointments from 1-5 years, no mandatory clock for promotion

Affiliate

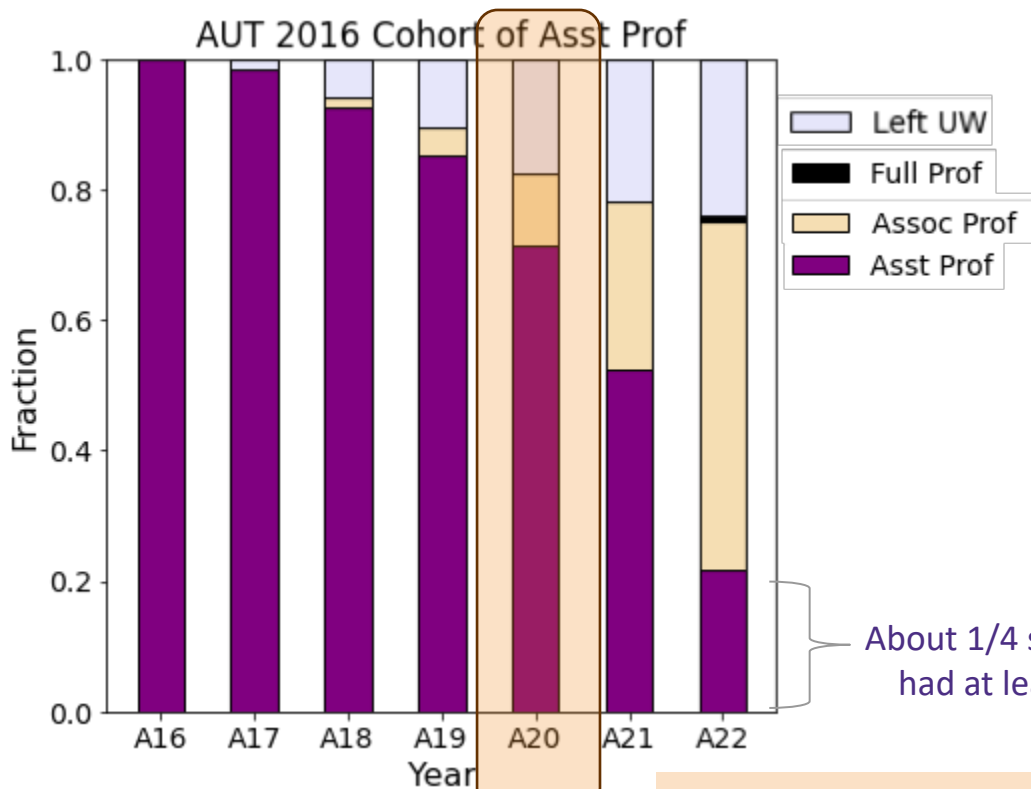
- Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate Professor
- Recognizes individuals with principal employment outside of UW who contribute to research and/or teaching missions
- Annual appointments, no mandatory clock for promotion

Timeline to Promotion: Assistant Professors in Clock-Managed Tracks



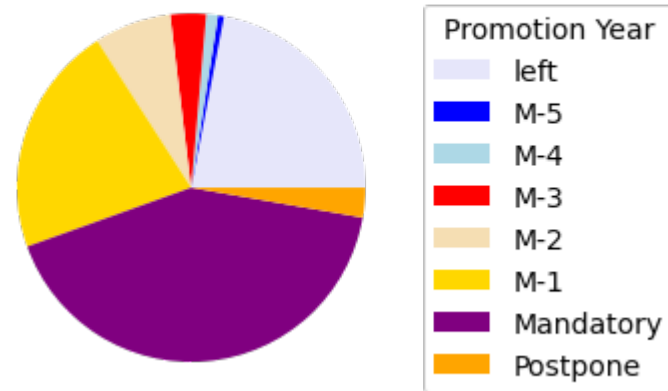
Promotion Happens

People who stay tend to get promoted.*



Pandemic Shutdown

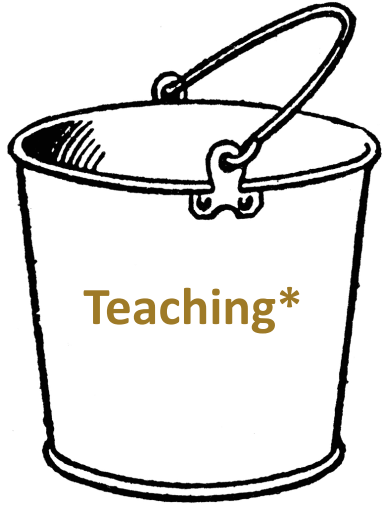
AUT 2012 Cohort



(Mandatory moves with clock waiver)

* We are currently doing a study that is looking into why they leave

What is in a Portfolio?



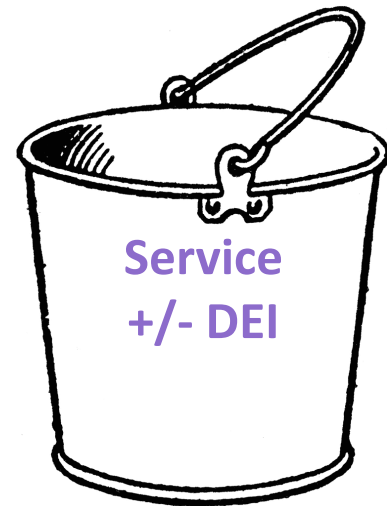
- Annual Peer Review
- Student Eval. of Teaching
- Keep track of what you do to improve

* Not required for research prof.
(though mentoring may be)



- Expectations depend on field
- Independent of prior mentors
- Aim for national reputation

* Broadly-defined for teaching prof.



- Won't get you promoted by itself
- Understand departmental norms
- Local/School/University levels
- Professional service can build national reputation
- DEI may be required locally; considered by Provost

Hint: KEEP your (Annual) Report of Activities and CV updated monthly

It is Normal to Feel Overwhelmed

> **Reach out for reality checks**

- Peer support group
- Departmental mentors
- External mentors

> **Take advantage of UW Resources**

– **National Center for Faculty Development & Diversity**

- > Monday Motivator email list
- > Webinars

– **UW ADVANCE Center for Institutional Change**

- > Workshops and Events developed for Women in STEM
- > Currently expanding via OAP for broader audience

> **Take advantage of the Geography**

- Go sailing, go hiking, go boating
- Go hear some music (or play it yourself) ...
- Join an adult soccer league ...

ASK Questions
Set up a Calendar
Check in with your Chair
Learn to say “NO” gracefully

Panels: Building Your Scholarship Portfolio

Ideas



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graph TD; A[Ideas] --> B[Resources]; B --> C[Results]; C --> D[Dissemination]; D --> E["Reputation - NEEDED by Summer 2028*"]
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Resources

Results

Dissemination

Reputation – NEEDED by Summer 2028*

* For clock-managed asst. professors who start at UW 12/16/22 to 12/15/23

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Small Group Discussions & Panels

Building your scholarship portfolio ...

A. Humanities and Social Sciences: HUB 340

- Chair: Chad Allen, Associate Vice Provost, Office for Faculty Advancement, callen3@uw.edu
- Fred Nafukho, Vice Provost, Office of Academic Personnel, fnafukho@uw.edu
- Catherine Connors, Professor, Department of Classics, cconnors@uw.edu
- Jennifer Koski, Professor and Associate Dean, Department of Finance & Business Economics, jkoski@uw.edu

C. Medicine and Health Sciences: HUB 214

- Chair: Hilaire Thompson, Associate Vice Provost, Office of Academic Personnel, hilairet@uw.edu
- David Morgenroth, Professor and Vice Chair for Research, Dept. of Rehabilitation Medicine, dmorgen@uw.edu
- Sunny Chieh Cheng, Assistant Professor, UW Tacoma School of Nursing & Healthcare Leadership, ccsunny@uw.edu
- Jerry Cangelosi, PhD, Professor, Dept. of Environmental and Occupational Health Sciences, Associate Dean for Research, School of Public Health, gcang@uw.edu

B. Natural Sciences and Engineering: HUB 238

- Chair: Marjorie Olmstead, Associate Vice Provost, Office of Academic Personnel, olmstd@uw.edu
- Peter Pauzauskie, Associate Professor, Department of Materials Science & Engineering, peterpz@uw.edu
- Joel Thornton, Professor and Chair, Department of Atmospheric Sciences, joelt@uw.edu
- Joyce Yen, Director ADVANCE CENTER, joyceyen@uw.edu

D. Teaching and Pedagogy: HUB 307

- Chair: Chris Laws, Teaching Professor, Department of Astronomy, wampaz@uw.edu
- Matt Gliboff, Associate Teaching Professor, Department of Physics, glib@uw.edu
- Ann Culligan, Associate Teaching Professor, Department of Psychology, anncv@uw.edu

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OAP Team & Resources

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Project & Innovation Management (PIM)

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International Scholars Office (ISO)

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- Nicole Schwab, ISO Advisor – nschwab@uw.edu
- Holly Schneidmiller, ISO Specialist – holly83@uw.edu

UW ADVANCE

- Joyce Yen, Director - joyceyen@uw.edu
- Cheryl Kaiser, Faculty Director – ckaiser@uw.edu
- Sharay Rapozo, Program Operations Specialist – sharayr@uw.edu

Our web site: <https://ap.washington.edu/>

OAP Team & Contacts:

<https://ap.washington.edu/about-us/contact/>

Panels: Building Your Scholarship Portfolio

Ideas

Resources

Results

Dissemination

Reputation – NEEDED by Summer 2028*

Arts, Hum, SS: 340
Nat Sci&Eng: 238
Med&Health: 214
Teach&Ped: 307

* For clock-managed asst. professors who start at UW 12/16/22 to 12/15/23

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