Academic Affairs Faculty Fellowship Program

Purpose of the Program:

The University of North Carolina System’s Division of Academic Affairs invites proposals for the second year of the UNC system Academic Affairs Faculty Fellowship Program. The UNC Faculty Assembly has collaborated extensively with GA in this important effort. The purpose of this fellowship is to engage interested faculty in academic affairs issues and mentored learning opportunities, and to recruit committed faculty with expertise that can help promote the effectiveness of UNC General Administration (GA) and the University’s constituent institutions.

This fellowship offers a unique opportunity to become familiar with system, state, and national challenges in public higher education. Fellows will assume responsibility for special projects as well as participating in ongoing activities in the Division of Academic Affairs. Enhancing understanding of the complex landscape of public higher education, understanding the context for system-level decision making, contributing to system-wide activities and initiatives in service to the University’s 17 constituent institutions, sharpening faculty expertise and extending faculty experience in university administration: these are the primary goals of this program.

Focus Areas:

The selection committee welcomes meritorious proposals in any issue area (not just the following), and has identified the below focus areas as having particular near-term importance:

• Undergraduate Education.
  o Develop, document, and disseminate across the system effective institution-level approaches for assessing and strengthening critical skills for students (e.g., oral communication, cognitive load management, design mindset, adaptive thinking)*.
  o Research, develop, and build community for an invigorated and deliberate faculty engagement around ‘innovative’ pedagogies that promote and document improved student learning, including but not limited to use of technologies. Critical issues to consider include development of evidence for effectiveness and scalability of such pedagogies.
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• Student Success
  o Assess approaches for implementation of ‘high impact’ practices and ‘emerging’ practices and address strengthening a culture of evidence for student success programing at multiple levels of a university.

• Academic Affairs Planning and Governance
  o Examine the barriers and facilitators to impactful planning for academic programs and departments and assessment of those units’ effectiveness, as tied to their planning.
  o Assess and develop best practices guidelines for coordinating policy formulation among academic affairs shared governance partners (governing boards, administration, faculty), and for implementing policy across levels of authority bearing on University governance (federal, state, system, campus).

• Campus Diversity
  o Assess effectiveness and implementation needs for programs encouraging a.) the identification and development of graduate student candidates, and b.) the recruitment, retention and success of underrepresented faculty, with special attention to the determination of organizational culture shifts to support and sustain such efforts.

Application Considerations:

Applications are to be submitted through the Provost’s Office, and should include the following materials:

• Recent CV.
• Letter of interest (no more than 2 pages).
• Short and long term career goals, and how this fellowship would enhance those (no more than 1 page).
• Identification of potential activities (from above list, though other highly meritorious ideas may be considered), to include brief description of proposed project and qualifications.
• Statements of endorsement by the unit chair, dean and provost.
  • Please send to Ms. Cary Cross (Executive Assistant to Dr. Junius Gonzales, Senior Vice President for Academic Affairs) at ccross@northcarolina.edu and Ms. Cody Thompson at cody@northcarolina.edu.
• Due date: June 27, 2016.
• Notice of selection on or before September 1, 2016.
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Selection:

• A maximum of three Academic Affairs Fellows will be selected each year.
• Tenured faculty members at the associate or professor rank are preferred; consideration may be given to exceptional faculty at other ranks or in other tracks.
• Faculty members must have been on the home campus for at least 3 years.
• Selection of Fellows will be based on
  o Relevant experiences in the focus area of work, leadership activities.
  o Compelling link of potential benefit to future career and application to their home institution.
  o Review of application by committee which will include faculty representatives from constituent institutions and GA staff.

• Each campus may forward a maximum of two applications. The campuses should determine a process for vetting applications to identify the two applications to forward to GA Academic Affairs; vetting committees should include faculty representation selected by the campus Faculty Senate (or Council).
• The home institution agrees to share some of the costs of the program (e.g., some course release travel). The ability of a given campus to cost-share will be dependent on the financial resources of a given campus but will demonstrate a commitment to the fellow’s professional development. Scholarships may be available for campuses without sufficient resources to cost share.

Academic Affairs Fellowship Program Elements (Planned)

1. Full Day Orientation
2. Project – that will benefit home and other institutions and be developed with GA and other UNC institutions
3. Participation in GA Activities (may be optional or selected)
   a. CAO meetings
   b. BOG meetings
   c. Monthly reading seminar series (and lead 1 over a 12 month time period)
4. Quarterly Fellows meetings
5. Mentorship meetings (two mentors – content, professional development)
6. Readings: project related; public higher education; leadership; other
7. Attendance at national meeting (e.g., APLU)
8. Assessment and feedback
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Fellowship Support: (may vary with the scope of the project)

- Faculty Fellows will receive a reduction in teaching load proposed in relationship to the possible project over an academic year. Depending on the area of work, travel expenses will be covered up to a maximum determined by the primary mentor at GA.
- Fellowship period: Flexible scenarios depending on the nature and demands of the project and prior commitments of the fellow. For example:
  - Spring term plus first five weeks of summer.
  - The last five weeks of summer plus fall term.
  - Academic year.
- If the term lasts one year or more, partial support to attend a conference on higher education.

Post-Fellowship Engagement:

- Each year, current Fellows and alumni will meet at UNC General Administration ideally during a larger convening of interest, with special breakout time for the fellows.

*Institute for the Future 2011 Report on Work Skills for 2020*