Practices to Consider

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Academic Advancement Network
Early Steps by AAN

• Name change: Faculty and Organizational Development to Academic Advancement Network
• Focus on academics across appointment types (and career stages)
• Single, merged orientation for all new academics
• Added “Thrive” sessions for academic specialists and fixed-term faculty
• Opened both Lilly and Adams programs to all academics with significant teaching responsibilities
Panel

- Barbara Forney – Associate Dean; Human Medicine
- Sonja Fritzsche – Associate Dean; Arts & Letters
- Sarah Handspike – Academic Specialist; Psychology
- James Kells – Chair; Plant, Soil & Microbial Sciences
- Marcie Ray – Fixed-Term Assistant Professor; Music
- Philip Strong – Associate Dean; Lyman Briggs
Moving Forward
Summary

• Percentage and absolute number of academics outside of the tenure system is large and increasing (here and elsewhere)
• Success of academics outside of the tenure system is critical to MSU’s effectiveness
• We need to support and invest in individuals across roles and appointment types
Next Steps

- Consider current policies, procedures, climate in your unit
  - Evaluation
  - Bylaws and voting rights
  - Compensation
  - Access to resources (e.g., space, professional development funds)
- Discuss with advisory committees and other colleagues ideas for central administration to consider
  - AAN will gather information via Qualtrics by Thanksgiving
  - Spring semester event will be planned based on results