

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

