

The Evolving Faculty Affairs Landscape



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Hot Topics on the Faculty Landscape

Burnout and demoralization

Growing demands from students

Adaptation to new instructional modalities

Tenure's continuing erosion

Diversity, equity and inclusion

Burnout and Demoralization



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Growing Demands From Students



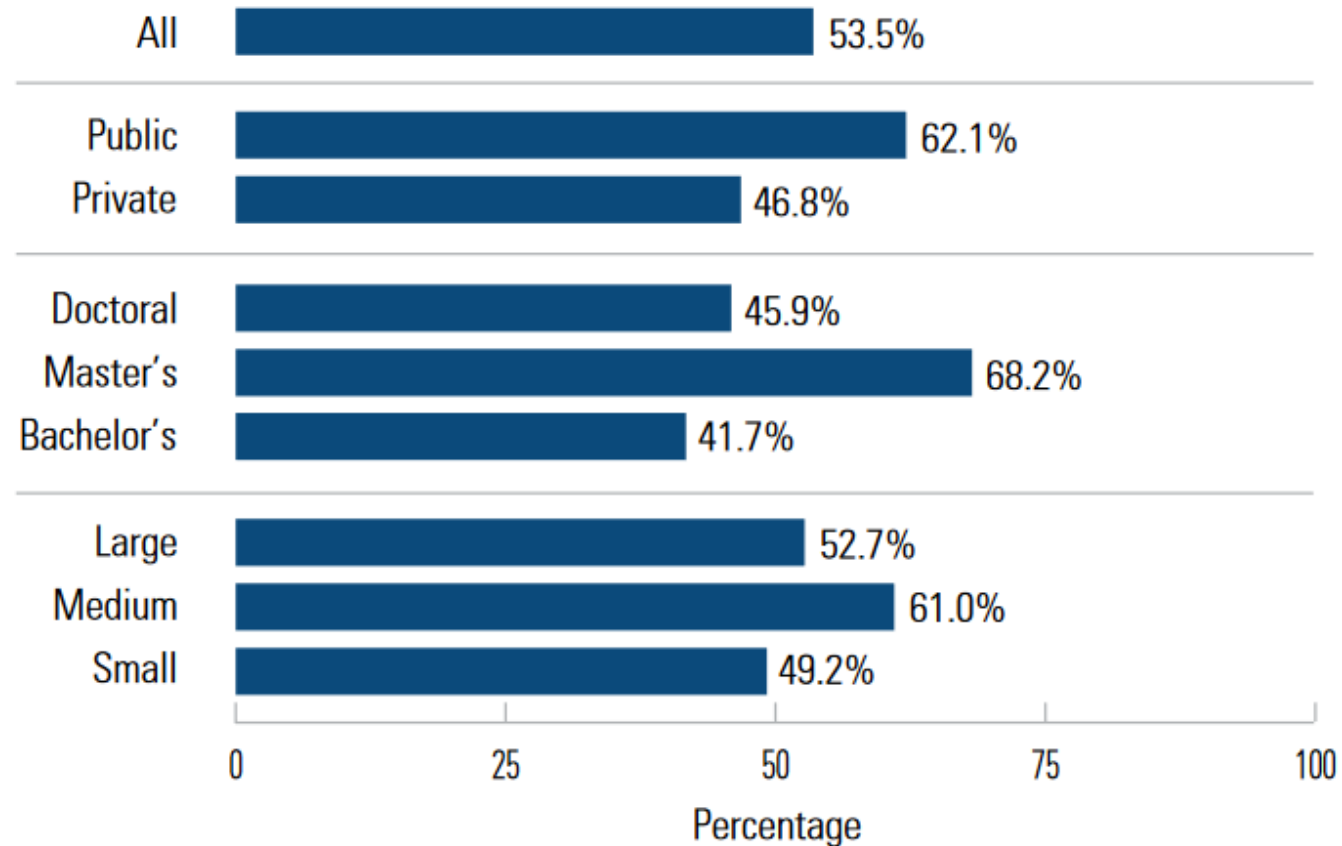
FreshSplash/Getty Images

Adapting to New Instructional Modalities



Tenure's Continuing Erosion

FIGURE 7
Institutions that have replaced tenure lines with contingent appointments in the last five years



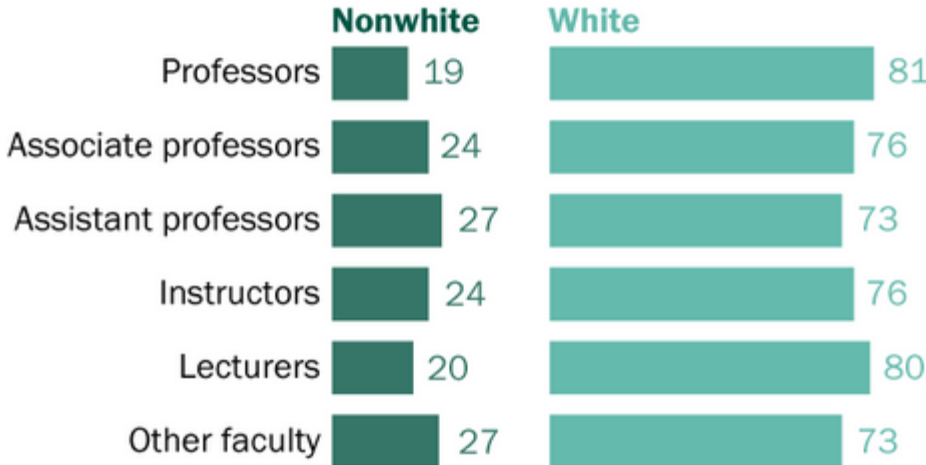
Source: 2022 AAUP Tenure Survey.

Note: Findings are from four-year institutions with a tenure system.

Pressure on Diversity and Inclusion

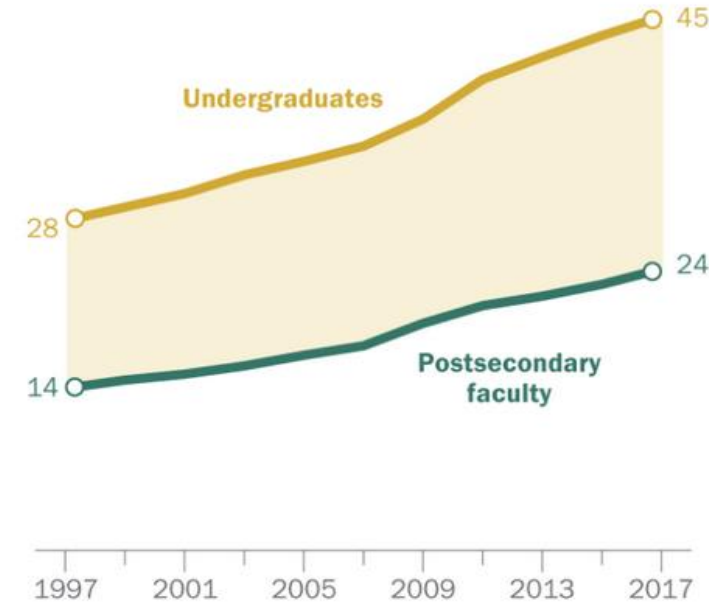
Nonwhites make up a comparatively small share of U.S. college faculty

% of postsecondary faculty who are ____, by academic rank, fall 2017

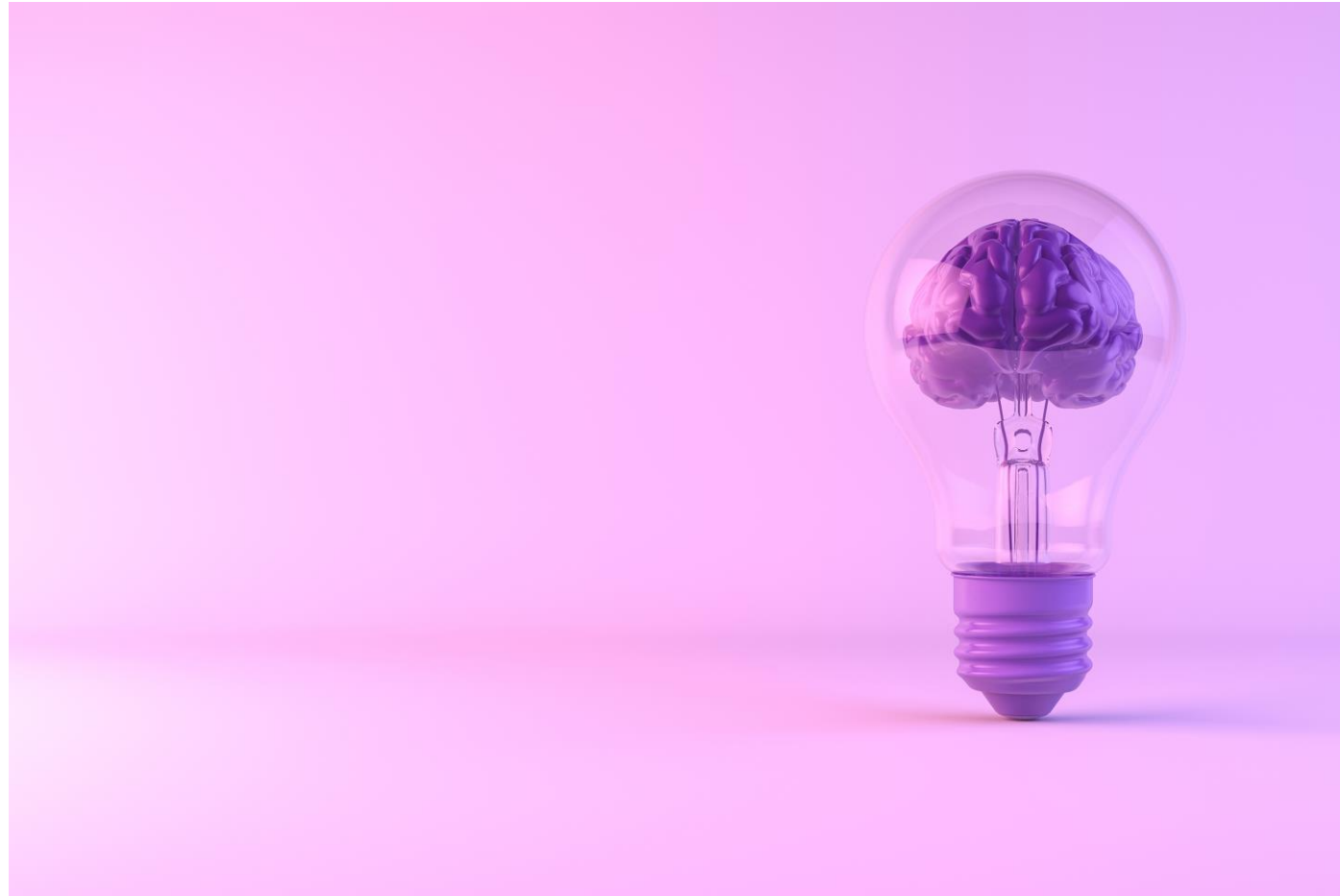


U.S. college students still more likely than faculty to be racial or ethnic minorities

% of undergraduates and postsecondary faculty who are nonwhite



Strategies and Possible Solutions



No Postdoc Needed

**JOIN INVEST!
A NEW JUNIOR
FACULTY PROGRAM**

**Faculty positions:
no postdoc needed!**



Centering Equity in Tenure and Promotion

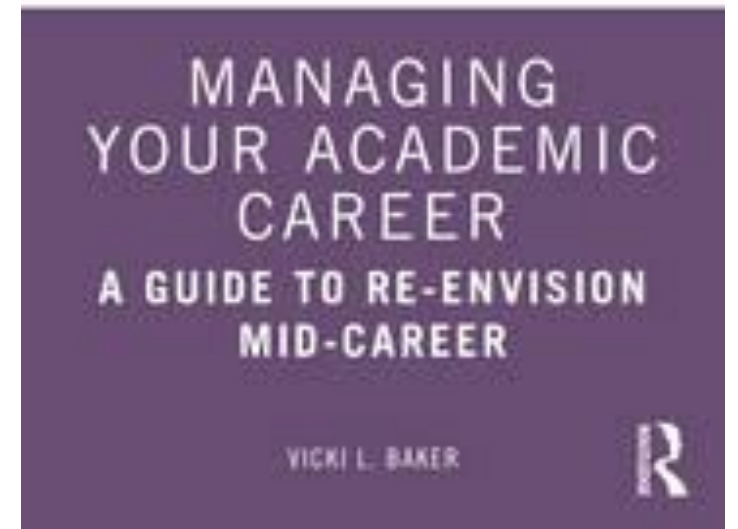


Guidelines to Write an Equity, Diversity, and Inclusion Statement for Faculty Candidates

The equity, diversity, and inclusion (EDI) statement is an opportunity for a candidate to demonstrate a commitment to excellence in research and education through advancement of diversity, equity, and inclusion. The EDI statement can be

Focus on Mid-Career Faculty Members

- Importance of clarity in expectations
- Examine processes for bias/fairness
- Need for mentorship (and coaching) throughout, not just for junior instructors



'Sludge' and 'Shadow Work'



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Thanks

