

Faculty Development Initiatives & Programs

The Office of Faculty Affairs (OFA) offers a variety of workshops, programs and events to provide professional development opportunities for faculty members and administrators. These programs cultivate scholarly productivity, inform faculty members about the research of their peers, and hone leadership skills, while at the same time providing opportunities of networking and social interaction.

Faculty Productivity Groups

Faculty writing and workshop productivity groups are designed to support faculty members as they write for publication, and by extension, for promotion, tenure, and continuing contribution to scholarship. The program works with faculty members to promote and share strong writing practices and build communities of writers on campus.

The Road to Tenure

“The Road to Tenure” series provides information and support for faculty members on the tenure track. Assistant professors will meet with the newly tenured, learn about the tenure process, and receive helpful guidance on working with graduate students. The series takes place on Zoom and ends with an in-person social event.

Chair Workshops

These workshops provide an opportunity for chairs to discuss issues related to academic leadership, campus affairs and university administration. The informal, conversational-style sessions are designed for department/unit leaders to meet regularly, share resources and hear from other academic administrators on campus.

New! Fearless Unit Leadership

This new program in partnership with the Center for Leadership & Organizational Change (CLOC) offers a series of leadership seminars for chairs and unit heads, designed especially for those in their first and second years in the role. Sessions will cover issues such as: the difference between leadership and management; department-level budgeting; DEI; conflict management; strategic planning; supporting faculty members through tenure and promotion; staff development; hiring; managing up, down, and sideways; and giving effective feedback.

Faculty Workshops

These sessions allow faculty members to learn about university resources and connect with campus colleagues across disciplines. The programs provide opportunities to access information, services, and programming to assist in career development. Workshops also can offer the opportunity to discuss timely issues related to academic careers.

Faculty Forums

Addressing issues that the faculty, our campus community, and higher education in general faces, the Forums provide timely information, lively discussion, and relevant resources to navigate life in academia at this moment.

Faculty Development Initiatives & Programs (cont.)

Re/Orientation

A series of events offered throughout the year that follow up from New Faculty Orientation, exploring various aspects of faculty life at the University of Maryland. Each event will combine social networking with engaging presentations. Continuing faculty members will be invited to meet their new colleagues and learn about the university.

University of Maryland Emeritus/Emerita Association (UMEEA)

Established in 2017 for emeritus and emerita status faculty members, UMEEA organizes programming to connect and engage with the university, and to support its members involved in academic, educational and social initiatives. Visit <https://blog.umd.edu/umeea/> for more information.

ADVANCE

The ADVANCE program works to support the recruitment, retention, advancement and professional growth of women and under-represented minority faculty at the University of Maryland. Initially supported by NSF, the program is now supported through a campus-wide investment in faculty development and inclusive excellence by the Provost's Office, Office of Diversity & Inclusion, Office of Research and all college deans. Visit <https://www.advance.umd.edu> for a description of our ADVANCE Professors, peer networks for faculty, access to our dashboard, research and evaluation and much more.

Big Ten Academic Alliance Leadership Development Programs*

Leveraging resources and culling the expertise of its member institutions, the Big Ten Academic Alliance offers professional development opportunities that are highly relevant and effective.

- **Academic Leadership Program (ALP):** One of the most successful Big Ten Academic Alliance leadership initiatives is the Academic Leadership Program (ALP). Established in 1989, this intensive professional development experience develops the leadership and managerial skills of faculty who have demonstrated exceptional ability and academic promise. Many of the programs nearly 1,000 Fellows have gone on to serve with distinction as college presidents, provosts, and deans. Learn more about ALP: <https://www.btaa.org/leadership/academic-leadership-program/introduction>.
- **Department Executive Officer Seminars (DEO):** Each year approximately 50 department heads and chairs from Big Ten Academic Alliance universities come together for a unique leadership development seminar. Topics at this three-day event range from conflict resolution and time management to faculty development, performance reviews, and group problem solving. Learn more about DEO Seminar: <https://www.btaa.org/leadership/department-executive-officers-seminar/Introduction>.

**The Big Ten Academic Alliance also has field and role specific programs. Please check <https://www.btaa.org/> for additional information.*

Other OFA Sponsored Programs and Events

- Provost's Academic Leadership Forums (ALF)
- Appointment, Promotion & Tenure (APT) Workshops
- Professional Track (PTK) Faculty Workshops & Symposium
- Awards and Promotion Workshops