

Evaluating Faculty Performance: Tools and Strategies

In this performance evaluation workshop, academic leaders will share effective evaluation techniques, apply these methods to real-world scenarios, and leverage the outcomes to enhance faculty performance. Participants will take away tools and strategies for conducting effective evaluations.

Presenters: Dawn Bratsch-Prince, Associate Provost for Faculty and Kaela Black, Faculty Personnel and Policy Director

Date September 10, 2024
Time 12:00pm-3:30pm
Location Room 3580,
Memorial Union

Compensation Conversations: Engaging Faculty in Compensation Discussions

In this workshop, academic leaders will learn about Iowa State University's compensation philosophy and strategy; the principles of equitable compensation; strategies for transparent conversations around compensation for faculty; and implementation of these strategies to foster faculty engagement. Participants will take away an enhanced understanding of strategies for creating more equitable faculty compensation that align with institutional goals and faculty needs.

Presenters: Dawn Bratsch-Prince, Associate Provost for Faculty and Kaela Black, Faculty Personnel and Policy Director

Date October 15, 2024
Time 2:00pm-3:30pm
Location Campanile Room,
Memorial Union

What Academic Leaders Can Do to Advance a Culture of Excellence

We encourage deans, department chairs, and directors of graduate education to participate in this workshop to learn about initiatives to advance a culture of excellence at Iowa State. Presenters will share important shifts in national funding agency requirements and connect these changes to goals outlined in the 2022-2031 strategic plan. There will be a focus on professionalizing the mentorship of scholars, including early- and mid-career faculty, graduate students, and postdocs. Workshop participants will develop increased awareness about signals, red flags, best practices, and mentoring expectations. The workshop will offer participants guidance on how to serve as role models and support best practices within their respective roles.

Presenters: Peter Dorhout, Vice President for Research; William Graves, Dean of the Graduate College; Heather Greenlee, Associate Dean for Student and Scholar Success, Graduate College; Laura Smythe, University Ombuds

Date November 18, 2024
Time 10:00am-11:30am
Location Campanile Room,
Memorial Union

Five Recommendations to Promote Faculty Retention

Deans, associate deans, and department chairs will hear five key recommendations to strengthen faculty retention at Iowa State University, informed by institutional data and faculty retention guidelines. Participants will have an opportunity to dialogue in small groups about increasing faculty retention by cultivating a culture with strong “stay” factors. After the session, participants will know more about factors related to faculty retention and exit at Iowa State University.

Presenters: Dawn Bratsch-Prince, Associate Provost for Faculty, Tera Jordan, Assistant Provost for Faculty Success, and Kaela Black, Faculty Personnel and Policy Director

Date February 25, 2025
Time 2:00pm-3:30pm
Location Campanile Room,
Memorial Union

Office of Equal Opportunity: Key Priorities and Title IX Updates

Through this workshop, deans and chairs will develop an understanding of the key priorities of the Office of Equal Opportunity (OEO). Participants will gain familiarity with relevant policies, processes, and contacts that further OEO’s mission to create an environment where all people are treated with dignity and respect and have an equal opportunity to learn and work.

Presenters: Mary Howell Sirna, Equal Opportunity Director and Title IX Coordinator and Elliott Florer, Equal Opportunity Specialist

Date March 26, 2025
Time 2:00pm-3:30pm
Location Campanile Room,
Memorial Union

Faculty Advancement and Review: FY25 Outcomes and Discussion

In this presentation, the provost, associate provost for faculty, and assistant provost for faculty success will share data on FY25 faculty promotions and advancements, offer observations, suggest best practices, and communicate process updates to deans and chairs in faculty advancement.

Presenters: Senior Vice President and Provost, Associate Provost for Faculty, Assistant Provost for Faculty Success

Date May 7, 2025
Time 9:30am-11:00am
Location Campanile Room,
Memorial Union