

Attributes/characteristics of a highly regarded public University faculty

A faculty that collectively

...is diverse

...enjoys ample opportunities for professional development and personal growth

...is appropriately compensated for their work

...is provided with the tools and resources necessary to be successful in their research, scholarship, creative activity and/or teaching

...reflects a culture of collegiality and inclusion

...enjoys high job satisfaction

...believes they are listened to and that their opinions and needs are considered by department chairs, deans or central administration

...enjoys an acceptable work/life balance

...actively engages in mentoring of students and colleagues

...recognizes and values the support of staff and administrators

...has a reasonable workload

...feels valued and supported by their respective department, college, and central administration

...is high performing in terms of research dollars, scholarship, creative activity, teaching and public impact, e.g.

- publications per faculty (scholarly and general publications)
- citations per faculty (scholarly and general publications)
- total number of grants
- total external funding dollars
- number of creative works released (plays, films, publications, exhibits, and other creative, visual and performance arts).
- significant public interactions per faculty (service on boards, presentations, speeches, blogs, local and national media mentions, government testimony, etc.
- awards, commendations, admittance into selective organizations and other recognitions

...is appropriately recognized, rewarded and incentivized for high performance and excellence

... is engaged with the larger community outside the University and is perceived as a thought leader and subject matter expert

...reflects a high commitment to student success

...is loyal to and an advocate for the institution and cares about the long-term health and success of the institution

...is a positive influence for the betterment of society

...enjoys a safe working environment

...enjoys academic freedom in policy and practice and feels supported by University administrators in the exercise of their academic freedom and freedom of expression

...has a meaningful role in shared governance of the University and is willing to assume administrative and other responsibilities for the advancement of the institution