Faculty Excellence Annual Report
Summaries of Major Initiatives and Accomplishments for 2017-2018 (MNR)

The five areas below illustrate, in brief, our focus last year and potentially ongoing. Attached is an eight page detailed summary, activities, outcomes, and recommendations not including potential research funding.

1. Research Funding
      i. Outcome: Not Funded. Reviews helpful and available
      ii. Methodologies developed. Implemented in part.
      iii. Anticipate re-submittal October 2018

2. Search and Hire Practices
   a. Developed pilot study of departmental faculty practices used in Search and Hire for tenured and tenure-track faculty.
      i. Developed Tips, Guides, and Tools to assist and review with faculty.
      ii. New materials developed and integrated into HR recruitment webpage.
      iii. Final survey suggested positive outcomes and more engagement requested.

3. Campus Promotion and Tenure Bylaws Revision Efforts.
   a. Embarked on assessing best practices, capturing interdisciplinary processes and proposed revisions, and providing guiding principles to revisit.
      i. Implemented ADVANCE Forum: ADVANCE Institutional Transformation through Departmental Facilitation workshop at UNLV on departmental facilitation methods that address unit agency, communication, and psychodynamic processes. A very positive training outcome.
      ii. Engaged with VP Faculty Affairs & Faculty Senate and participated in improving Tenure-Clock Flexibility process or policy.
      iii. Guidance developed and developing for Faculty Responsible for Revising Unit Bylaws.

4. Work-life Balance Initiatives
   a. Motivated by the low rating in COACHE survey (2016), partnerships were developed to create better work-live integration at UNLV.
      i. Work-life Working Committee was established through campus entities and continues to develop.
      ii. Improving current university website information for all staff to gain appropriate information easily and more positive engagement.
      iii. Development of a Work-life Balance webpage for integrated UNLV information and related community information.
5. COACHE

a. The data acquired from COACHE and further evaluation of the unit-record data fill (Allison Sahl) provided in-depth information on the faculty experiences college by college in 2017 – 18. It continues to guides administrators and faculty focused work toward positive changes at UNLV.

i. Information available openly on a UNLV website utilized by university people, community and beyond.

ii. Reported and worked closely with administration, deans, department chairs to initiate and support positive changes.

iii. Consistently reached out to and assisted Campus Open Forums, Dean’s Council, President’s Advisory Council, Dean Consultations, internal specific college communications.

iv. Outcomes generally positive and embraced but clearly more work is required continuously.