Career Success in Faculty Affairs

Annual Faculty Affairs Retreat (AFAR)

Nicolle Parsons-Pollard, Ph.D.
A BIT ABOUT ME

• Entire family is from Virginia, but I grew up in Chicago
• First generation college student
• Worked while in school (sometimes fulltime)
• Never lived on campus
• Took 7 years to graduate
ABOUT ME – WHERE I’VE WORKED

VCU

VIRGINIA STATE UNIVERSITY

MONMOUTH UNIVERSITY
ABOUT ME – WHAT I’VE DONE

• Worked for the Office of the Provost for over a decade
  • Professional development for department chairs and faculty
  • Managed budgets
  • Academic program review and viability alignment
  • Promotion & Tenure
  • Accreditation (AACSB, ABET, ACOTE, ARC-PA, CAA, CCNE, CACREP, CAEP, SACS-COC, & MSCHE)
  • Collective bargaining negotiation
  • Supervision: Registrar, Military Affairs, University College (first year advising), Distance Education, Honors, Graduate Studies, IRB/IACUC Coordinator, Faculty Development, Institutional Advancement, Technology Services, Athletics, and Police and Public Safety
WHAT I LEARNED AT VIRGINIA STATE UNIVERSITY

• People are watching to see how you respond when you don’t get what you want.
• My words matter.
• How to make magic happen without resources.
• My gift is just that…mine.
• I can compete.
WHAT I LEARNED AT MONMOUTH UNIVERSITY

• How to negotiate.
• How to gain people’s trust.
• How to ensure that people see what I bring to the table.
WHAT I CONTINUE TO LEARN

• Each encounter with people you can leave them better or worse.
• In a world where you can be anything...be better.
• How to be clear about what I want.
Historically, periods of progress are followed by periods of people fighting against that very progress. But what I know for sure is that when the annals of history are written, those who stand on the side of truth will always come out as the victors. Truth shall always prevail. The purpose of academic freedom is to allow us to teach the truth and teach the next generation of great leaders and scholars how to be better in the world which lies before them.
QUESTIONS