Clemson Home

Faculty-in-Residence (FIR) Application

Position Beginning late summer 2024

“Both students and institutional environments contribute to what students gain from college. Thus, the key to enhancing learning and personal development is not simply for faculty to teach more and better, but also to create conditions that motivate and inspire students to devote time and energy to educationally purposeful activities, both in and outside of the classroom.”

(Student Learning Imperative, 1996)
The Faculty-in-Residence Program at Clemson University is a structured program that promotes interaction between students and faculty through out-of-classroom experiences. The Faculty-in-Residence (FIR) lives in a specially designed apartment within or adjacent to a residence hall so that the faculty member and their family can share the residence hall living experience with students. The Faculty-in-Residence helps plan and implement educational, recreational, social, and cultural programs while serving as a role model, mentor, adviser, teacher, and leader in the residential community.

A successful Faculty-in-Residence will be interested in students and have the desire to relate to students in a residential setting, outside of the classroom or laboratory. They will be able to articulate programming ideas and community development initiatives that will enhance students’ collegiate experience in the residence halls and have meaningful interactions with individual residents in the community.

The following outline provides information and guidelines for the Faculty-In-Residence Program.

RESEARCH AND JUSTIFICATION OF THE PROGRAM

Research has shown that faculty programs in residence halls benefit students and the university as a whole. Students who have contact with faculty outside the classroom have higher retention rates leading to graduation (Astin, 1977; Bean, 1980), are more satisfied with college (Astin, 1977; Pascarella, 1980), and exhibit higher levels of achievement (Centra and Rock, 1971).

The faculty members involved with students in out-of-classroom experiences also benefit from the experience. Faculty gain a greater understanding of students’ needs, expectations, strengths, and weaknesses that can lead to better structured academic expectations and challenges, and a reduction of misunderstandings (Pascarella, 1975).

GOALS OF THE PROGRAM

- To increase faculty presence and role modeling in residential communities
- To provide opportunities for faculty and students to interact outside the classroom
- To provide a seamless transition between the classroom and the residential community environment
- To increase the personalization of the residential community and the university community
EXPECTATIONS OF THE FACULTY-IN-RESIDENCE

Faculty members serving as Faculty-in-Residence will provide academic engagement and enhancement opportunities for students outside the classroom. Focused on engaged student learning, the FIR will provide formal and informal experiences for students to apply what they are learning in the classroom and advance their development as leaders, thinkers, and entrepreneurs.

These expectations are designed to encourage regular interaction, collaboration, and communication between the Faculty-in-Residence and their respective area Residential Living staff:

- The Faculty-in-Residence will maintain a high level of visibility in the residence area and initiate informal contact with students. The Faculty-in-Residence will establish and advertise office hours in their residential hall office (where applicable) and be available to residents during that time to assist with various issues on a walk-in or appointment basis. In addition, the Faculty-in-Residence will utilize the office space as an extension of their apartment, welcoming students during non-office hours as appropriate and conducive to workload.

- The Faculty-in-Residence apartments are conducive to student group meetings and should be utilized for small group gatherings, meals, programs, staff meetings, etc.

- The Faculty-in-Residence will plan and implement at least 1 formal area-wide program per month. Collaboration with area staff and/or area government is required when planning and implementing these programs.

- The Faculty-in-Residence and the area CD/GCD will meet at least once monthly to discuss the residential community.

- The Faculty-in-Residence will attend area staff meetings, in-services, and recognition programs, as reasonably requested by the Residential Living and Residential Learning staff.

- As academic commitments allow, the Faculty-in-Residence will attend professional staff meetings, all-staff meetings, and Living-Learning Community Council meetings as requested.

- The Faculty-in-Residence will participate in Clemson Home staff training activities, opening day in the residence halls, and Welcome Week activities.

- The Faculty-in-Residence does not have supervisory or operational responsibilities in the hall or area. The focus of their interaction is developmental and programmatic.

- The Faculty-in-Residence is expected to support and abide by all rules and regulations, as well as state and federal laws. The Faculty-in-Residence is also expected to conduct him/herself in a professional, legal, and ethical manner when dealing with students and staff.

- It is the responsibility of the Faculty-in-Residence to discuss additional Clemson Home duties and responsibilities with the appropriate supervisor within their college or department.

Questions regarding any of these expectations should be referred to the Director for Residential Learning in Clemson Home.
ORGANIZATIONAL RELATIONSHIPS

The Faculty-in-Residence and Clemson Home staff relationship is one of support, cooperation, and collaboration. Regular communication to plan and share information is required. Clemson Home staff will share information with the Faculty-in-Residence regarding staff selection, training, programming, staff development, and other staffing issues as necessary, and provide resources and ongoing support.

The faculty member’s performance as a Faculty-in-Residence will be evaluated by the Director for Residential Learning with input from academic program partners, building staff, and residents. The Faculty-in-Residence and Director for Residential Learning will discuss the program and individual performance at the end of each semester.

PACKAGE INCLUSIONS

Compensation: Compensation is $5,000 – $10,000 per year, depending on community placement. Summer training (beginning mid-July) is required.

Apartment: The faculty member is provided a two-bedroom apartment, including rent, utilities, and Internet. Furnishings are negotiable. The program does not cover the cost of moving or liability insurance for personal property. FIRs will be required to sign a housing residential contract. The residence area professional staff member will conduct an inventory of the apartment when the FIR moves in and again when they move out. It is an expectation that the apartment is clean, and that all personal items are removed when the FIR moves out.

Meal Plan: A meal plan is provided and is to be utilized in part for the academic mission of the FIR program.

Spouse/Partners: The Department of Residential Learning welcomes spouses and partners of graduate and full-time faculty and staff. Spouses or partners not affiliated with the university must complete a background check before taking residency on campus.

Pets: The Department of Residential Living allows full-time live-in staff to own and keep a single pet in the residence hall under the specific tenants outlined in the Clemson Home Live-in Staff Pet Ownership Policy and Standards. The staff member must contact the Director for Residential Learning in writing BEFORE acquiring or bringing a pet and complete the necessary procedures and paperwork.

Programming Funds: $1,500 - FIR will have a budget of approximately $750.00 per semester for use with the residents.

Office Space & Support: An office is provided in or nearby the residential community where available.

SUPPORT FROM ACADEMIC DEPARTMENT

The Department of Residential Learning fully acknowledges and supports the role of faculty in the academy. With this partnership we will enhance the academic process for both students and faculty by providing meaningful opportunities and engaging spaces for continued intellectual stimulation outside the
classroom. The faculty member is responsible for communicating with their academic department about this role and will provide a signed Statement of Support document indicating acknowledgement and support from their Department Chair.

**EVALUATION OF PROGRAM**

The Director of Residential Learning will evaluate the Faculty-In-Residence program each semester.

**TERMS OF AGREEMENT**

Qualified FIR applicants must be employed as faculty members at Clemson University for the duration of their employment. Preference will be given to candidates employed at Clemson University for at least one academic year.

Selected FIR will sign a two-year, possibly renewable, contract to be reviewed at the end of one year.

Clemson Home will oversee the contractual agreement with the FIR, conducting reviews and evaluations for the FIR program.

The FIR will work collaboratively with a variety of Clemson Home staff members and will utilize the Director of Residential Learning as their primary contact for FIR program.

Training and professional development opportunities will be provided, and participation is expected.

**SELECTION**

Faculty interested in the FIR program will submit a completed application, signed Statement of Support from the Department Chair, and curriculum vitae by Monday, March 18, 2024.

Interviews will be conducted in late March and early April and will include Clemson Home staff, appropriate academic program partners, and student residents.

Successful candidates will have offers by the close of the academic semester.

**FOR MORE INFORMATION**

For more information on the program, contact:
Suzanne Price, Ph.D.
Assistant Vice President for Auxiliary Enterprises
Clemson Home
Division of Finance & Operations
100 Mell Hall
Clemson, SC
Phone: office (864) 656-0285
E-mail: mjprice@clemson.edu
REFERENCES


Portions of this document were adapted with permission from the University of Florida, Department of Housing.
APPLICATION DIRECTIONS: Please submit this application packet with attachments addressing general information, short answer responses, curriculum vitae, references, and signed Statement of Support from Department Chair by Monday, March 18, 2024 to:

Jennifer Mauldin
Administrative Assistant for Residential Learning
Clemson Home
Division of Student Affairs
100 Mell Hall
Clemson, South Carolina 29634
Phone: office (864) 656-0543
E-mail: jmmauld@clemson.edu

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<th>FACULTY-IN-RESIDENCE APPLICATION – GENERAL INFORMATION</th>
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Full Name: ____________________________________________

Department: ___________________________ Faculty Rank: __________________

Campus Address: __________________________________________

Campus Phone: ___________________________ E-mail: ____________________________

Years of Employment at Clemson University: ____________________________

Please indicate your residence hall living experience(s) (circle all that apply):

- Undergraduate Student
- Graduate Student
- Graduate Staff member
- Full-time Staff
- Full-time Faculty
FACULTY-IN-RESIDENCE APPLICATION – SHORT ANSWER RESPONSES

Please address the following topics:

• What interests you about the Faculty-in-Residence program? What special skills, qualities, or experiences would you bring to the program that would enhance the learning experiences of on-campus undergraduate residents?

• Describe a meaningful out-of-class interaction, program, or mentoring you’ve experienced as a student or faculty member. How has this interaction influenced your advising philosophy? How would this philosophy guide your role as a Faculty-in-Residence in providing similarly meaningful experiences with your residents?

• Describe an academic/intellectual program or initiative AND a cultural/social program or initiative you envision offering your residents as a Faculty-in-Residence, including how you would implement the experience, encourage student participation, and assess the effectiveness of that experience.

• Please attach current curriculum vitae (CV)

FACULTY-IN-RESIDENCE APPLICATION - REFERENCES

Please provide the following information for 3 references (1 academic reference, 1 student reference, 1 other reference of your choice). These references will be contacted for candidates who move forward to the interview process.

• Full Name
• Title & Organization
• Capacity in which this person knows you
• E-mail address
• Phone number
The following faculty member has applied to serve as a Faculty-in-Residence in University Housing during the term July 2024 – May 2026. The faculty member has reviewed the Faculty-in-Residence application packet and agrees to reside in the assigned residence hall and fulfill all expectations of Clemson Home as outlined. It is the responsibility of the selected Faculty-in-Residence to communicate with their academic department about Faculty-in-Residence responsibilities and discuss any special considerations for serving in this role.

I am aware of ______________________________________________________________'s application for the Faculty-in-Residence program with Clemson Home. I understand that he/she will sign a contract of service for two years. Remuneration for service will be determined on an individual basis and may include course buyouts, stipend, professional development funding or a combination of these options.

__________________________________________  ____________________________
Department Chair                      Date

__________________________________________  ____________________________
Faculty-in-Residence Applicant            Date

This document should be submitted with completed application materials by Monday, March 18, 2024.

Submit application materials to:
Jennifer Mauldin
Administrative Assistant for Residential Learning
Clemson Home
Division of Student Affairs
100 Mell Hall
Clemson, South Carolina 29634
Phone: office (864) 656-0543
E-mail: jmmauld@clemson.edu

For more information on the FIR program, contact:
Suzanne Price, Ph.D.
Assistant Vice President for Auxiliary Enterprises
Clemson Home
Division of Finance & Operations
100 Mell Hall
Clemson, SC
Phone: office (864) 656-0285
E-mail: mjprice@clemson.edu