



Welcome to Bilkent

Adnan Akay

27 September 2019

Associate Provosts

- ▶ Prof. Cevdet Aykanat,
- ▶ Prof. Pınar Bilgin,
- ▶ Prof. Hitay Özbay,
- ▶ Prof. Özgür Ulusoy,

Administrative Support

- ▶ Ms. Birgül Bulut, Executive Secretary
- ▶ Ms. Seher Ağca, Administrative Assistant
- ▶ Ms. Aymin Yeşne Savaş Can, Information Specialist

- ▶ Faculty hiring & compensation
- ▶ Research support & technology transfer
- ▶ Departmental budgets, ethics
- ▶ Education, curricular matters, quality control, Teaching and Learning Support Center
- ▶ Faculty promotions
- ▶ Dean searches

Vision: A World-Class Academic Community



Educate *tomorrow's global citizens who conceive, lead and contribute to activities and solve problems for the well-being of humanity, and*

Create and disseminate *art, ideas, and knowledge that enrich humanity and contribute to the quality of life in the nation, region and the world.*

*We envision our graduates to be **educated professionals.***

Education – Desired Practices



- ▶ Emphasis on critical thinking – avoid memorization
- ▶ Emphasis on learning-by-doing, experiential learning
- ▶ Grade inflation at Bilkent is nearly zero. Ave GPA~2.5
- ▶ All exchanges in classroom – questions & answers – are in English
- ▶ MOODLE is used for communication, assignments, grades, attendance.
- ▶ Absences due to conferences made up earlier or later or taught by a fellow faculty (not TAs)
- ▶ Written syllabi & grading policy, policy for FZ grade, at the start of the term
- ▶ Students need to *unlearn* habits acquired in high school & learn new ones
 - ▶ Encouraging continuous study via frequent assignments,
 - ▶ Vigilance is required during invigilations – sophisticated attempts,
 - ▶ Challenge students.
- ▶ Bilkent uses Faculty-Course-Evaluation system. On-line evaluations are administered each semester for each course.

Attributes of successful colleagues

- ▶ Work on important areas,
- ▶ Passionate about what they do,
- ▶ Results of their efforts are well disseminated,
- ▶ Known internationally for their work,
- ▶ Frequently invited to share their ideas,
- ▶ Are lauded with major awards,
- ▶ Are excellent educators,
- ▶ Show leadership in contributing to their communities.

Recognition & Rewards



Faculty members represent the intellectual strength of the university.

Faculty members represent the intellectual strength of the university.

- ▶ Faculty members' activities and accomplishments,
 - ▶ Annual Faculty Surveys
 - ▶ Annual discussions among chair, dean, associate provosts and the provost
- ▶ Merit bonuses based on creative and scholarly publications
- ▶ Intra-rank promotions (step increases), when eligible
- ▶ Distinguished Teaching Awards; several each year
- ▶ Promotion to the next rank

Avoid predatory journals.

Salaries have several components

- ▶ Base salary
- ▶ Merit-based increases (based on scholarly and creative accomplishments)
- ▶ Inflation adjustment – January & June
- ▶ Projects – TUBITAK deposits a stipend for PIs of projects each month during the project.
- ▶ TUBITAK also deposits cash awards for publications* directly to the author's bank account.

If you have any questions regarding salaries, Office of the Provost is the only place. Please do not contact HR for salary information, for they do not have salary information. We do not discuss or share salary information among our colleagues.

*Certain rules apply.

Promotion



- ▶ The process is very similar to those at major US Universities.
- ▶ Strong reliance on letters by international experts in candidate's field.
- ▶ Experts look for lasting, significant contributions – a so-called **footprint**. Quantities may or may not be relevant.
- ▶ Appraisal is different in different fields.
- ▶ Indicators such as major awards, important lectures are helpful, but it is important to have creative or scholarly work with lasting influence.

Unsolicited Advice to New Colleagues



- ▶ Select an important area of endeavor (about which you can be passionate),
- ▶ Know what that area needs/values and who the major leaders, contributors are,
- ▶ Examine how they have become leaders and what they have contributed.

Unsolicited Advice to New Colleagues



- ▶ Select an important area of endeavor (about which you can be passionate),
- ▶ Know what that area needs/values and who the major leaders, contributors are
- ▶ Examine how they have become leaders and what they have contributed,
- ▶ What are the modes of their contributions?
 - ▶ Books? Where are they published? Where have they been reviewed?
 - ▶ Articles? Published in which journals? Where and how they were cited?
 - ▶ Arts? Exhibited where? What reviews have they received?
 - ▶ Other modes of contributions.

Unsolicited Advice to New Colleagues



- ▶ Select an important area of endeavor (about which you can be passionate),
- ▶ Know what that area needs/values and who the major leaders, contributors are
- ▶ Examine how they have become leaders and what they have contributed,
- ▶ What are the modes of their contributions?
 - ▶ Books? Where are they published? Where have they been reviewed?
 - ▶ Articles? Published in which journals? Where and how they were cited?
 - ▶ Arts? Exhibited where? What reviews have they received?
 - ▶ What are the modes of their contributions?
- ▶ Become familiar with YÖK (Council of Higher Education) rules governing equivalence of degrees and ranks and start the process asap – now.

Unsolicited Advice to New Colleagues



- ▶ Select an important area of endeavor (about which you can be passionate),
- ▶ Know what that area needs/values and who the major leaders, contributors are
- ▶ Examine how they have become leaders and what they have contributed,
- ▶ What are the modes of their contributions?
 - ▶ Books? Where are they published? Where have they been reviewed?
 - ▶ Articles? Published in which journals? Where and how they were cited?
 - ▶ Arts? Exhibited where? What reviews have they received?
 - ▶ Other modes of contributions.
- ▶ Become familiar with YÖK (Council of Higher Education) rules governing equivalence of degrees and ranks and start the process asap – now.
 - ▶ International faculty can receive assistance from International Office
- ▶ Prepare a career plan – **NOW!** *Work with the Chair & Dean.*

Bilkent Teaching and Learning Support Center - 2019



The goals of the center include

- ▶ Collection and analysis of data related to student performance.
- ▶ Identify and present resources and best practices around the world for learning and teaching.
- ▶ Workshops, seminars, and discussion groups on topics related to the development and implementation of pedagogical techniques.

Coordinator: Dr. Duygu Albayrak

Center will have a small rotating advisory board from different Faculties.

- ▶ Educational Technology Use: Experiences at Bilkent University
Marlene Elwell, Faculty Academic English Program, Bilkent
11 April 2019
- ▶ New Generation Learning
Dr. Özlem Zengin, English Language Preparatory Program, Bilkent
25 April 2019
- ▶ How to Promote Student Engagement in the Classroom
Dr. Tufan Kıymaz, Department of Philosophy, Bilkent
17 July 2019
- ▶ Tips for New Faculty Members to Build Successful Careers
Prof. Dr. Emin Çivi, University of New Brunswick
9 October 2019

*Welcome to the new academic year
full of exciting events that have not yet happened.*

