

Re-imagining Faculty Development @ Lehman

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VICE PROVOST, ACADEMIC PERSONNEL



Plan for Presentation

3. Re-imagining Faculty Development

2. Faculty Web Profiles

<http://lehman.edu/digital-measures/index.php?USERNAME=dm.test1>

1. Reminder:

▶ Sexual Violence Campus Climate Survey – DEADLINE EXTENDED TO APRIL 21

<https://www.snapsurveys.com/wh/s.asp?k=145926650033>

Re-imagining Faculty Development @ Lehman College

- ▶ Interviews with Deans, assoc. deans, department chairs
- ▶ Focus groups and meeting with faculty at department meetings
- ▶ Simple descriptive analysis and categorizing into “themes”
- ▶ Discussion and verification of findings
- ▶ Review of literature

A (More) Holistic Approach to Faculty Development

- ▶ Principles of faculty development
 - ▶ Faculty led
 - ▶ Structured programs
 - ▶ Cradle to Grave
 - ▶ Holistic
 - ▶ Work – teaching, scholarship, service
 - ▶ Career – beginning, middle, end, leadership opportunities, succession planning
 - ▶ Life – culture, self-expression

The Teacher Development Program

- ▶ Transitioning from subject matter expert to new teacher – to be ready for fall 2016
 - ▶ Master teacher sessions
 - ▶ January intensive
 - ▶ Spring semester project
- ▶ Writing Across the Curriculum
- ▶ Quantitative Reasoning
- ▶ Online Learning
- ▶ ??? – Seminar series – ???

The Career Advancement Program

- ▶ New faculty orientation (onboarding)
 - ▶ Blackboard site functioning by July 1, 2016
- ▶ Tenure Track and CCE support and mentorship
 - ▶ Group session once per semester and individual consultation
 - ▶ Digital Measures training and individual assistance
- ▶ Mid-career – post tenure and promotion support and mentorship
 - ▶ Annual session on promotion and individual consultation
 - ▶ Digital Measures training and individual assistance
- ▶ Leadership – chair development, governance, accreditation (professional and middle states) and career advancement (future chairs, deans, vice provosts etc.)
 - ▶ Chair's Workshops
 - ▶ Support for attendance at AAC&U, ACE, POD, etc.

The Scholarship Development Program

In Collaboration with Dean of Research and ORSP

- ▶ Mentorship
- ▶ Grant writing workshops
- ▶ Writing groups
- ▶ Support to attend boot camps, writing intensives, retreats for creative works

- ▶ Small grant funding...

Learning and Innovating – not just keeping up

- ▶ Learning Innovation Laboratory @ Lehman College – LIL@LC
 - ▶ promote engagement between and among faculty and students,
 - ▶ have something unique to offer to recruit and retain students and faculty,
 - ▶ optimize potential for developing income generating products.

Strategic Actions...

- ▶ Close the TLC and all its activities at the end of this academic year – June 30, 2016.
- ▶ During spring semester 2016 transition to faculty director model.
- ▶ Develop the online onboarding program using blackboard for launch in summer 2016
- ▶ Develop the Master Teacher program for the new cohort of faculty arriving in 2016
- ▶ During academic year 2016-17 to develop the plan for the LI@LC and enact in forthcoming years
- ▶ Engage with the development office, building and grounds, and communications in order to proceed with the renovation of the Old Gym.
- ▶ Develop methodology for continuous measurement of impact of faculty development