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.snaqsurveys.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.