New Faculty Academy
For
Teaching and Scholarly Writing

New Faculty Orientation

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Office of Faculty Affairs

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**University at Buffalo** The State University of New York

Rationale

Long-term faculty success at UB depends on a number of parameters:

- Professional development & skills training
- Mentoring
- Job satisfaction
- Formal pathways for promotion, growth, leadership development
- Access to opportunities, awards, recognition
- Sense of belonging/fit, equity, and inclusion

Focus on two initiatives of Faculty Affairs in partnership with campus collaborators:

- New Faculty Academy
- Mentoring Platform
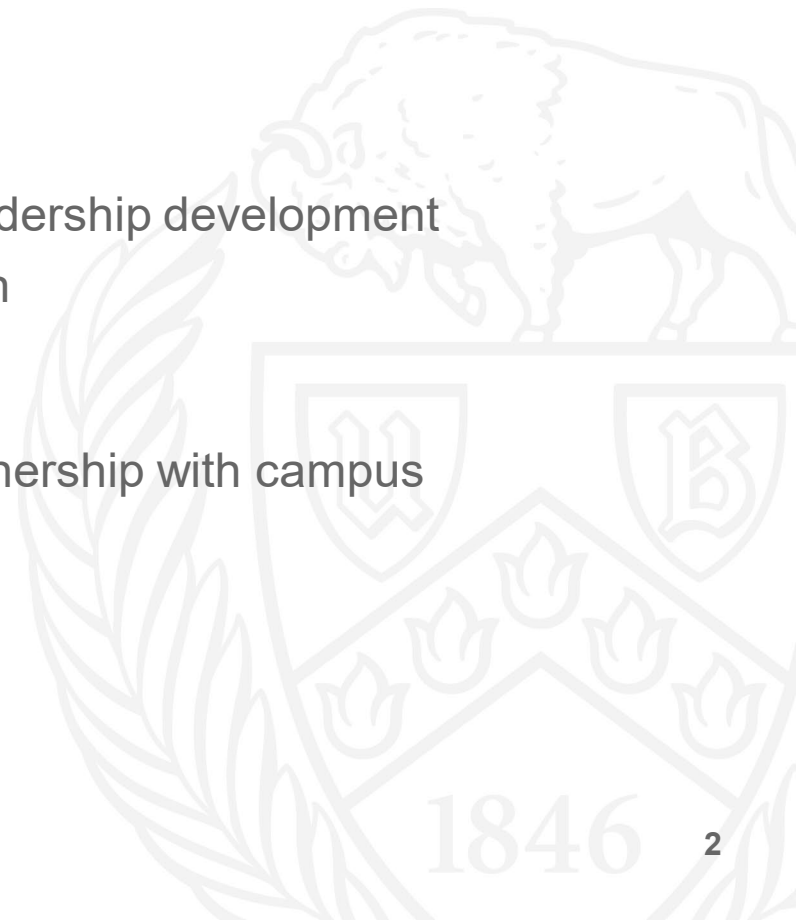
I - New Faculty Academy

Framework

Level of prior experience with teaching, writing, and publishing will vary from individual to individual, with rank, or between tenure and non-tenure track. Being successful in balancing expectations for research, teaching, and service may require new skill sets.

- Faculty Affairs, in collaboration with the University Libraries and the Center for Educational Innovation, now CATT, developed a two-track curriculum for new faculty in their first (or sometimes second) year of hire at UB
- Two 4-month tracks for teaching & learning as well as scholarship, writing & publishing, offered in fall and spring semester, respectively
- Concludes in joint showcase and celebration event for both tracks at the end of the academic year
- Offered since 2018

New Faculty Academy

Unique features

- Small, mixed cohorts of tenure-track as well as qualified-rank (non-TT) faculty
- High level of **individual attention** through the instructor teams
- Opportunity to **network** and form friendships with new faculty colleagues
- Committed participation will result in a **tangible product** in the form of a concrete, new teaching or writing & publishing project
- Presentation at the **year-end showcase and celebration event** recognized in a formal certificate of completion that faculty are encouraged to include as valuable contributions in their dossiers for promotion or promotion and tenure
- Chairs & deans are invited to the concluding event, **New Faculty Fellows** are recognized on the Faculty Affairs website

New Faculty Academy

Academic Year 2023-24

- **Fall semester 2023: Teaching & learning track,** in coordination with CATT
  - Office for Curriculum, Assessment, and Teaching Transformation
  - Track starts September 22
  - Meets weekly for 10 sessions on Fridays at 10 am - 11:30 am
  - Instruction is in-person on North Campus - more details to follow
  - Registration link on Faculty Affairs website will be activated following the NFO

  Topics:
  - Goal setting, course design, student success, learning assessments
  - Student engagement approaches, learning communities
  - Lecture techniques and classroom management
  - Teaching in a digital age, promoting critical thinking
  - Engaging and supporting undergraduate students

New Faculty Academy

Academic Year 2023-24

- **Spring semester 2024: Scholarship, writing & publishing track**
  - In collaboration with University Libraries' Scholarly Communications Team
  - Led by librarians Jonathan Grunert and Natalia Estrada, who have experience in research collaborations and processes, interdisciplinary practices, and helping researchers at all stages
  - Details on location and schedule will be shared at the end of fall semester

    Topics:
    - ▸ Processes of publishing and impact, faculty contributions to scholarly conversations in advancing their disciplinary fields
    - ▸ Grant-writing processes and special concerns related to writing grant proposals and complying with grant requirements
    - ▸ Campus resources, including IRB and data management support

II - Mentoring

- Helping faculty find suitable mentors and develop **productive mentoring relationships** in different areas is crucial for their success in academia
  - Ladder faculty: PnT, promotion to full, path to higher, distinguished ranks and national/international recognition in the field
  - Faculty in qualified ranks: Promotion and growth, rise in national recognition

- **UB faculty policies** since 2010 include the requirement for each department to have an explicitly stated mentoring program for all faculty.

  - Features and levels of engagement vary greatly
  - Sensitive issue: establishing separation between mentoring and evaluation
  - A single, often times assigned mentor from within the department, may not be able to meet all the potential mentoring needs a faculty

Under Development: Networking Platform

Creation of an **on-line networking platform** that allows to form and support mentoring dyads between senior faculty and junior faculty seeking mentorship as well as for individuals and their partners to link to communities outside UB in order to seek employment, support services, and engagement.
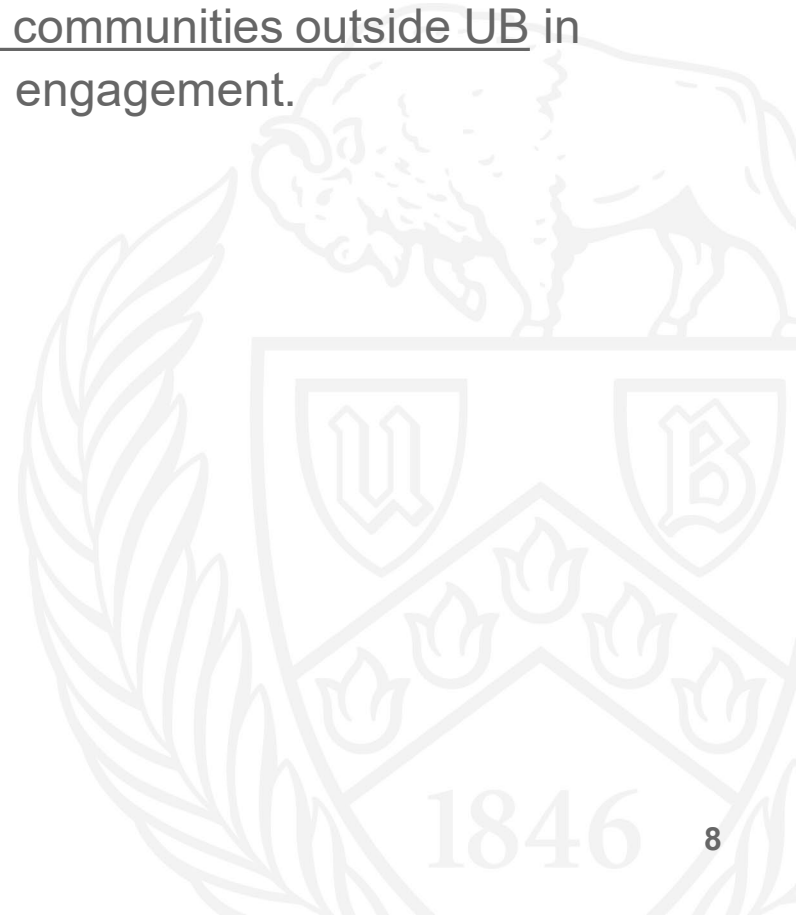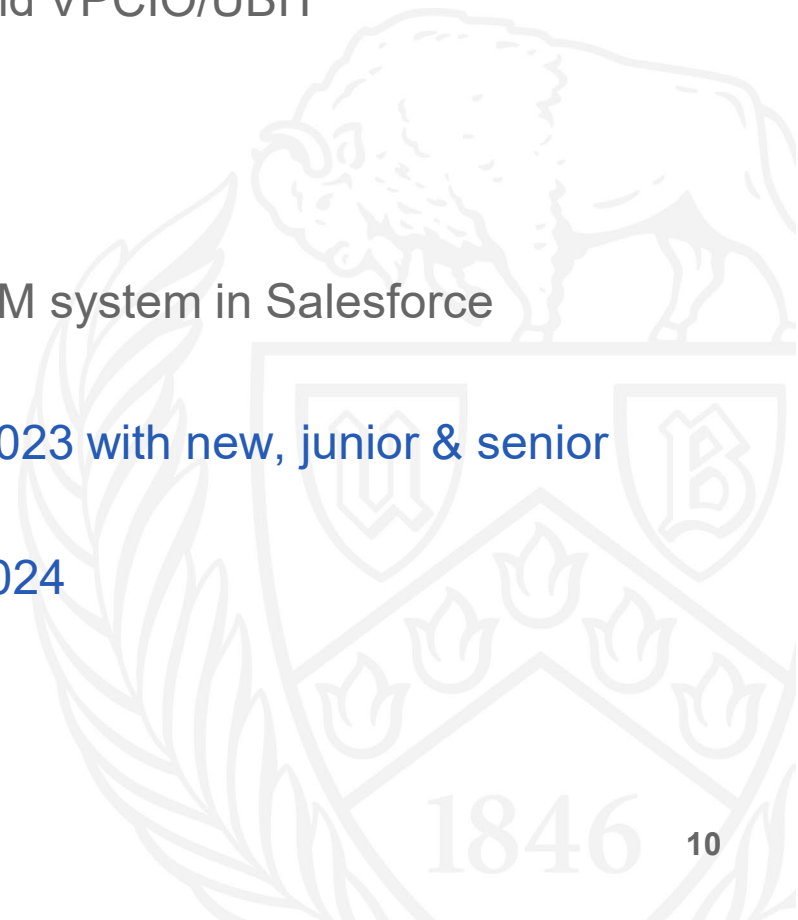
Critical Dimensions

Characteristics

- Features similar to other sites generating matches between people, businesses, or services
- Modern interface for data entry of personal/professional characteristics into web-based forms
- Participants determine amount of information to provide
- Users provide & updating information, selecting keywords/tags/categories
- Participants can browse, apply search criteria, and act to connect upon matching interest
- In addition, algorithm will make suggestions based on preferences provided
- Faculty Affairs can communicate with the participants, schedule or launch events
- Built-in process for feedback

Development and Implementation

Path to Realization

- Partnership with BNMC Innovation Center and VPCIO/UBIT
- Timeline
  - Detailed project outline
  - Proof-of-concept and communication plan
  - Alignment with plans for campus-wide CRM system in Salesforce environment
  - Focus groups planned for Fall semester 2023 with new, junior & senior faculty, department chairs
  - Pilot study planned for Spring semester 2024

Questions & Discussion