



FACULTY LEARNING COMMUNITY

Building and Strengthening Faculty-to-Faculty Relationships

CALL FOR PARTICIPATION:

At this historical moment, the need for building stronger connections among faculty and the campus community has never been more urgent.

This FLC will explore ways that faculty can increase and build solidarity with each other during what promises to be a very challenging period in higher education. The FLC was inspired by data collected in the Halualani Associates Report and the Great Colleges to Work Survey. In both these reports, a significant number of faculty at CSUSM expressed a strong desire to improve communication and create a more collegial campus climate.

Last year, the Faculty Center hosted two workshops where faculty were asked to consider how we might find ways to best achieve these goals. Some of the themes that emerged from these discussions were:

1. Review the existing Faculty Ethics Policy now, 16 years old.
2. The possibility of engendering a more welcoming and inclusive climate/cultural shift through the intentional use of informal peer to peer networked relationships.
3. Developing a campus wide campaign to encourage an inclusive climate and collegiality among faculty members.
4. Develop a plan of action to unite to protect academic freedom. There are now several nation-wide campaigns designed to stifle academic freedom and the free expression of ideas of faculty on college campuses including CSUSM. Here is a link that describes possible steps for supporting faculty who find themselves under attack <https://conditionallyaccepted.com/2015/07/09/attack/>

FLC members will select a theme, or themes, to explore as well as determine appropriate outcomes such as campaign materials, forums, potential policy revisions, resolutions, strategic plan, etc.

Participants will be asked to read and discuss research relating to faculty-to-faculty relationships in higher education, including a publication by Dr. Darla Twale and Dr. Barbara M. DeLuca. You will find a link to the text

here: https://www.amazon.com/Faculty-Incivility-Academic-Bully-Culture/dp/0470197668/ref=sr_1_1?ie=UTF8&qid=1481662970&sr=8-1&keywords=faculty+incivility

Organizational system change theory developed by Dr. Margaret Wheatley, of Harvard University, will also be explored. This link provides a brief overview/summary of her work and vision: <http://www.margaretwheatley.com/articles/life.html>

The FLC will meet every three weeks on Friday from 11:00a.m.-1:00p.m. The exact Fridays are tentative and will be finalized after our first meeting. *There may also be some flexibility in the meeting times on Friday.*

For more information, please contact Dr. Fredi Avalos, Faculty Fellow, Cultural Intelligence at favalos@csusm.edu or at 619-944-9353.

WHO SHOULD APPLY?

Faculty from any discipline and of any rank/status are encouraged to apply.

HOW WILL FACULTY BE SELECTED?

- Application clearly articulates interest in the Faculty Learning Community's goals and themes. Diverse representation within the FLC (ideally we would like to include faculty from all colleges and ranks).

TO APPLY:

Fill out the application at the following [link](#).

In your application of approximately (300-500 words) please include:

- Overall reason for your interest.
- Issues/themes you would like to explore.

For Priority Consideration: Applications are **due February 3rd**, however, in order to ensure diversity of disciplines and ranks in the Faculty Learning Community membership, applications will be accepted on a rolling basis until **February 13th**.

COMPENSATION:

Faculty will be awarded \$500 for profession development or as a stipend. The money will be awarded at the end of the school year.