



Faculty Center Annual Report 2019/20

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Below you will find highlighted activities based on 2019/20 goals. For a comprehensive list of Faculty Center workshops and programs, along with attendance numbers, please see Appendix A.

Progress Report on AY 2019/20 Goals

The 2019/2020 AY continued to be a highly productive year in the Faculty Center. Over **557** different faculty members and administrators participated in **139** workshops, meetings, and activities hosted by the Faculty Center during the academic year. Many faculty members participated in more than one event (**for a total of 2,242 attendees**), which makes this the largest year, by far. The team in the Faculty Center continues to be quite responsive to topics and issues that are of interest to faculty. In addition to the Director, Associate Director and Coordinator, we have six Faculty Fellows and six Faculty Learning Community Leaders, who lead 6 FLCs in 2019/20. This team, with diverse expertise and a strong commitment to faculty development, contributes greatly to our thriving CSUSM Faculty Center.

Teaching & Learning

- **Continue the Teaching Academy** which provides a series of workshops that focus on reexamining the fundamentals of teaching and providing participants with tools to make changes to their classes. Faculty were chosen through a competitive application process to participate in eight two-hour workshops across the academic year. Topics included: student motivation, growth mindset, critical pedagogy, grit, active readings, metacognition, assessment, and reflection.
- **Provide workshops on accommodating student parents**, in partnership with the Accommodating Student Parents Working Group. This series aims to keep faculty up to date with changing laws and policies that impact student parents. The series includes: Accommodating pregnant and lactating student parents (CA AB 2785), DSS accommodations, Title IX requirements and mandated reporting, and Student Health and Counseling Support.
- **Improve support for online teaching** by moving the FLC for Teaching Online to a fully online platform in order to better model best practices; and offering more “brown bag” lunchtime events to create a sense of community.
 - **Quality Learning & Teaching Program**
 - 7 courses were QLT peer reviewed, the courses represented a broad range from 5 different disciplines across CSUSM.
 - 4 courses are pending to complete the Core 24 and 85% mark; they will be completed during summer 2020 and Fall 2020.
 - 5 courses QLT Review pending summer 2020.
 - 10 courses completed the Core 24 objectives and the 85% mark.
 - 1 course was CO certified, and we plan to have more courses certified.
 - 2 faculty completed QM certification.

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Diversity, Equity & Inclusion

- **Created a Faculty Learning Community for the Diversity & Equity Course Graduation Requirement**, in which 6 faculty members participated. This FLC was an opportunity for those who couldn't participate in the Summer Teaching Institute to spend time learning about culturally inclusive pedagogy and revising their course to submit for D&E certification.
- **Develop a series of workshops to support a campus-wide *Beloved Community* program** including difficult conversations in the classroom, teaching in this political moment, and more. The Beloved Community brings faculty together to discuss organizational change and personal transformation. While the full series wasn't realized due to Covid-19, we were able to offer topical workshops while we were on campus, followed by a community building meeting during the shutdown.

Research, Scholarly & Creative Activity

- **Began to develop support for faculty research, scholarly and creative activity** with the new Faculty Fellow for RSCA. The Faculty Fellow held a RSCA brown bag discussion with the goal of fostering collaboration. The intention was to hold discussions about current research or research people might want to do so that people could go and apply for money. Instead what the faculty seemed to be looking for is money, and what they have to do to get it. Some momentum was building around the idea of discussion groups but was lost due to the contextual changes in which teaching, and learning was occurring in Spring 2020.

Faculty Development

- **Offered Department Chair training** relevant to new department chairs. In collaboration with the AVP for Faculty Affairs, we offered the inaugural training that covered lecturer assignments, working with staff, a panel of seasoned chairs, and schedule build. The feedback gathered from this group will inform next year's training.
- **Developed resources and training for Peer Review Committees.** To ensure consistency across departments and colleges, in every level of review, the FC offered the inaugural PRC training this spring, after the shutdown. The Provost, Deans and members of the University Promotion & Tenure Committee offered advice to new PRC members to help guide them in their review of their colleagues. Moving forward, this will be a twice-yearly training.
- **Offered a new Teaching Associate Orientation** as part of the Preparing Future Faculty Series. This one-day training focused on teaching and learning, demographics of CSUSM students, using Moodle and other instructional technologies, information from Faculty Affairs and Title IX, and other pertinent advice for their first week of classes.
- **Continue to support Lecturer Faculty** by conducting a needs assessment, continuing workshops in new formats and times/locations, and centralizing resources.
 - The two key support events for lecturers are the New Lecturer Orientations and the WPAF workshops. This year, the NLO was flipped with videos and online resources and shorter in-person sessions. This allowed us to focus on the most important pieces of the orientation, and increased participation.

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- **Lecturer support, continued...**
 - As in past years, we had high attendance at both fall and spring WPAF workshops for lecturers. Given the shift to remote working, the Spring WPAF workshop could not occur in-person. It was replaced with a video produced by Faculty Affairs to cover the pertinent WPAF information, coupled with open "office hours" to field individual questions from lecturers on the WPAF process. We now have additional online materials to offer to lecturers in their preparation of their files.
- **Continued to provide financial support for faculty** seeking outside professional development opportunities:
 - Faculty Center Professional Development Grants: \$23,451 was awarded to 40 faculty members
 - CSU Teaching & Learning Symposium Travel Grants: \$500 for 2 faculty members to attend

Faculty Mentoring Program

Faculty Fellow Kendra Rivera worked closely with Sonia Perez to identify and meet the needs of the Faculty Mentoring Program participants in AY 2019-2020.

- Kendra attended all Transfer Student Orientation sessions and several other student recruiting events to encourage eligible students to apply to FMP.
- Kendra also presented with a former FMP Alumni to recruit new faculty mentors at All-College Meetings and/or College Fall Convocations. In addition, she contacted several current faculty mentors and encouraged them to take on more than one protégé for the year. As a result, the FMP was able to serve 193 students in Fall 2019 and 178 served in the Spring 2020 (the gap is primarily due to winter graduation rates).
- The total number of faculty serving as mentors in the program for the 2019-2020 year was the largest to date, with a total of 117 faculty mentors active of the 250 register in the program, 19 of whom were new mentors. For a complete list of Faculty Mentoring Program Events, please see Appendix B.

Unanticipated Opportunities for Advancing the Unit's and Division's Vision and Mission

Teaching and Learning: Online, and Community Building

As with the rest of campus, the biggest change we made was to move off campus, while maintaining support for faculty. As the FC has always offered responsive programming based on faculty needs, this changed in both topic area as well as how we deliver the programming. Below are highlighted programs created specifically during the time of Covid (for a complete list, see Appendix A).

- **Teaching & Learning Online Workshop Series** –These workshops offer a pedagogical-focused approach that emphasizes equity, universal design and a strengths-based approach. Sessions will offer a mix of pedagogy, theory/conceptual underpinnings, and practical tips for applying in your course. We piloted the series in early April, to allow time for faculty to start the training during the

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semester with time to prepare for summer courses. Over the course of spring semester, and early in the summer, we have offered the workshop series 5 different weeks, with over 300 faculty members in attendance.

- **Keep Teaching Website** – We developed this website to provide resources to faculty about teaching online, specifically those who had never taught online before.
- **Virtual Coffee Hours and Beloved Community Workshop** – Knowing how isolated some faculty felt, we wanted to offer unstructured time for faculty to come together and chat about topics of interest and stay connected with their colleagues.

Teaching and Learning: Course Redesign Faculty Learning Community

In collaboration with Academic Programs, the Faculty Center developed a Faculty Learning Community in Fall 2019 where faculty could apply to learn more about course redesign using a growth mindset and equity lens. Due to low interest, the Associate Director and Director redeveloped the program to offer a calendar year FLC with faculty from specific departments invited to apply. The FLC is currently midway through the year, with 8 participants from General Education Lifelong Learning (GEL), General Education Oral Communication (GEO), and General Education Writing (GEW). The focus of the FLC shifted to look at why first year students struggle, how to address it in each of these courses, and how to address it within the first year. When campus closed due to Covid-19, the FLC continued, still examining struggle, but within a new context. As we move towards Fall 2020, these instructors will use what they know about first year student struggle, along with knowledge gleaned from teaching online, and make changes to the benefit of their students.

Faculty Mentoring Program

Due to Covid-19, we had to cancel the End of Year Celebration, where the graduates and their families, along with mentors come together to celebrate their accomplishment. Kendra Rivera and the incoming Faculty Fellow for FMP collected short videos from the FC Director, FMP Coordinator, and Provost, and assembled a wonderful tribute video to the graduates (82). This included messages of encouragement, photos from the year, and a reading of the graduates' names.

A benefit of participating in the FMP is that each graduating protégé receives a cap and gown to wear during Commencement. With the cancelation of Commencement, we canceled the caps and gowns. When the campus announced a drive-thru graduation celebration, the FMP Coordinator ordered the caps and gowns and was able to mail them to the proteges so they could proudly wear their caps and gowns during the celebration.

Appendix A: Faculty Center Activities

Faculty Center Academic Year 2019-20 Workshops

Workshop	Category	Program	Date	Total #
July				
PASO Summer Teaching Institute	Teaching & Learning		7/22/19	22
PASO Summer Teaching Institute	Teaching & Learning		7/23/19	20
PASO Summer Teaching Institute	Teaching & Learning		7/24/19	21
PASO Summer Teaching Institute	Teaching & Learning		7/25/19	17
Department Chair Training	Faculty Development		7/30/19	24
August				
FLC STEM	Teaching & Learning		8/14/19	13
STI: Diversity and Equity Course Requirement	Diversity, Equity & Inclusion	Summer Teaching Institute	8/15/19	13
STI: Diversity and Equity Course Requirement	Diversity, Equity & Inclusion	Summer Teaching Institute	8/16/19	13
Day 1: New Faculty Institute Orientation	Faculty Development	New Faculty Institute	8/20/19	23
16th Annual Faculty Reception	Community Building		8/21/19	80
Day 2: New Faculty Institute Orientation	Faculty Development	New Faculty Institute	8/21/19	31
Preparing Future Faculty Orientation	Faculty Development	Preparing Future Faculty	8/22/19	35
Day 1: New Lecturer Orientation	Faculty Development	Lecturers	8/22/19	17
Day 3: New Faculty Institute	Faculty Development	Lecturers	8/23/19	20
Day 2: New Lecturer Orientation	Faculty Development	Lecturers	8/23/19	29
September				
New Faculty Institute: 2nd Year Faculty Panel and Discussion	Faculty Development	New Faculty Institute	9/6/19	18
FLC Mental Health	Teaching & Learning		9/6/19	8
Accommodating Student Parents	Teaching & Learning		9/12/19	8
Preparing to Submit your Course	Diversity, Equity & Inclusion		9/18/19	5
FLC: Diversity & Equity	Diversity, Equity & Inclusion		9/20/19	7
Teaching Academy	Teaching & Learning	Teaching Academy	9/23/19	8
Reflective Teaching	Faculty Development	Preparing Future Faculty	9/27/19	11
Submitting your Course in Curriculum	Diversity, Equity & Inclusion		9/27/19	6
Book Club: Slow Professor	Faculty Development		9/30/19	6
October				
Disability Support Services Accommodations	Teaching and Learning		10/1/19	4
Book Club: Coddling of the American Mind	Teaching and Learning	Faculty Center Book Club	10/1/19	11
New Faculty Institute: Preparing Your First Year Tenure File	Faculty Development	New Faculty Institute	10/4/19	16
FLC PASO	Teaching and Learning		10/4/19	8
FLC Building and Strengthening Faculty Relationships	Community Building		10/4/19	8
Teaching Academy	Teaching and Learning	Teaching Academy	10/7/19	8

Faculty Center Academic Year 2019-20 Workshops

Workshop	Category	Program	Date	Total #
WPAF: Introduction to the Evaluation Process	Faculty Development		10/8/19	10
FLC Mental Health	Teaching and Learning		10/11/19	8
Title IX Requirements	Teaching and Learning		10/15/19	4
Book Club	Teaching and Learning	Faculty Center Book Club	10/15/19	13
Fall Research Colloquium	Colloquium		10/16/19	36
Service Learning Basics and Beyond	Teaching and Learning		10/17/19	7
Cultural Competence	Faculty Development	Preparing Future Faculty	10/18/19	6
FLC: Diversity and Equity	Diversity, Equity & Inclusion		10/18/19	7
FLC Building and Strengthening Faculty Relationships	Community Building		10/18/19	3
RSCA Round Table	Research, Scholarly & Creative Activity		10/23/19	3
RSCA Round Table	Research, Scholarly & Creative Activity		10/24/19	0
Teaching Academy	Teaching and Learning	Teaching Academy	10/28/19	6
Teaching and Learning Luncheon	Teaching and Learning		10/29/19	18
RTP Workshop	Faculty Development		10/31/19	24

November

FLC Mental Health	Teaching and Learning		11/1/19	7
Book Club	Teaching and Learning	Faculty Center Book Club	11/5/19	9
New Faculty Institute: Exploring CSUSM Resources for Research	Faculty Development	New Faculty Institute	11/8/19	17
FLC PASO	Teaching and Learning		11/8/19	9
Online 101 Workshop	Teaching and Learning		11/13/19	15
Beloved Community at Work Workshop	Community Building		11/14/19	25
FLC Mental Health	Teaching and Learning		11/15/19	8
Teaching Academy	Teaching and Learning	Teaching Academy	11/18/19	8
Book Club	Teaching and Learning	Faculty Center Book Club	11/19/19	6
Student Health & Counseling Services Support	Teaching and Learning		11/21/19	9
Preparing Future Faculty	Faculty Development	Preparing Future Faculty	11/22/19	4
FLC: Diversity and Equity	Diversity, Equity & Inclusion		11/22/19	5
FLC Mental Health	Teaching and Learning		11/22/19	3

December

New Faculty Institute: End of the Semester Wrap-Up	Faculty Development	New Faculty Institute	12/6/19	13
FLC Building & Strengthening	Community Building		12/6/19	6
FLC Mental Health	Teaching and Learning		12/6/19	9
Submitting your course in Curriculog	Diversity, Equity & inclusion		12/13/19	5

Faculty Center Academic Year 2019-20 Workshops

Workshop	Category	Program	Date	Total #
January				
Transforming STEM Teaching FLC 2020	Teaching and Learning		1/14/20	15
Transforming STEM Teaching FLC 2020	Teaching and Learning		1/15/20	12
Syllabus Workshop	Teaching and Learning		1/17/20	10
New Lecturer Orientation	Faculty Development	New Faculty Institute	1/17/20	16
Teaching Academy	Teaching and Learning	Teaching Academy	1/27/20	8
Service Learning Boot Camp	Teaching and Learning		1/30/20	8
February				
RSCA Brown Bag	Research, Scholarly & Creative Activity		2/4/20	6
WPAF Workshop for 3-Year Contracts	Faculty Development	Lecturers	2/6/20	20
New Faculty Institute: CSUSM Culture of Service	Faculty Development	New Faculty Institute	2/7/20	10
FLC STEM	Teaching and Learning		2/11/20	8
FLC STEM	Teaching and Learning		2/12/20	12
Teaching Academy	Teaching and Learning	Teaching Academy	2/17/20	8
Pronoun Training	Teaching and Learning		2/18/20	9
Online 101 Workshop	Teaching and Learning	Online Teaching	2/20/20	10
Teaching in the Political Now	Teaching and Learning		2/21/20	6
FLC: Building & Strengthening Faculty Relationships	Community Building		2/21/20	4
FLC STEM	Teaching and Learning		2/25/20	7
FLC STEM	Teaching and Learning		2/26/20	8
Book Club Workshop	Teaching and Learning	Faculty Center Book Club	2/26/20	7
March				
Designing and sustaining collaborative partnerships	Faculty Development		3/3/20	8
Dealing With Distressed Students	Teaching and Learning		3/4/20	4
New Faculty Institute: Culturally Inclusive Teaching	Faculty Development	New Faculty Institute	3/6/20	6
Teaching Academy	Teaching and Learning	Teaching Academy	3/9/20	5
April				
Teaching Academy	Teaching and Learning	Teaching Academy	4/6/20	8
Virtual Coffee Hour	Community Building		4/1/20	7
Virtual Salsa	Community Building		4/9/20	12
New Faculty Institute: Teaching at CSUSM	Faculty Development	New Faculty Institute	4/10/20	12
RTP Workshop - Full Professor	Faculty Development		4/13/20	22

Faculty Center Academic Year 2019-20 Workshops

Workshop	Category	Program	Date	Total #
Virtual Coffee Hour	Community Building		4/15/20	12
PRC Training	Faculty Development		4/16/20	28
Virtual Salsa	Community Building		4/16/20	4
Virtual Salsa	Community Building		4/21/20	10
Virtual Coffee Hour	Community Building		4/22/20	5
Virtual Salsa	Community Building		4/23/20	6
Online 101 Workshop	Teaching and Learning	Teaching & Learning Online Series	4/27/20	41
Equity & Inclusion in an Online Classroom	Teaching and Learning	Teaching & Learning Online Series	4/28/20	22
Accessibility 101	Teaching and Learning	Teaching & Learning Online Series	4/28/20	23
Virtual Coffee Hour	Community Building		4/28/20	5
Virtual Salsa	Community Building		4/28/20	9
Building a Beloved Community at Work	Community Building		4/29/20	29
Backwards Design: SLOs and Teaching Strategies	Teaching and Learning	Teaching & Learning Online Series	4/29/20	31
Virtual Salsa	Community Building		4/29/20	5
Backwards Design: Assessment	Teaching and Learning	Teaching & Learning Online Series	4/30/20	18
Student Engagement	Teaching and Learning	Teaching & Learning Online Series	4/30/20	48

May

Fostering Resilience in Students	Teaching and Learning	Teaching & Learning Online Series	5/1/20	22
Online 101 Workshop	Teaching and Learning	Teaching & Learning Online Series	5/4/20	40
Accessibility 101	Teaching and Learning	Teaching & Learning Online Series	5/4/20	26
Backwards Design: SLOs and Teaching Strategies	Teaching and Learning	Teaching & Learning Online Series	5/5/20	31
Equity & Inclusion in an Online Classroom	Teaching and Learning	Teaching & Learning Online Series	5/6/20	25
Backwards Design: Assessment	Teaching and Learning	Teaching & Learning Online Series	5/6/20	23
Fostering Resilience in Students	Teaching and Learning	Teaching & Learning Online Series	5/7/20	19
Student Engagement	Teaching and Learning	Teaching & Learning Online Series	5/8/20	57
Virtual Coffee Hour	Community Building		5/13/20	9
Online 101 Workshop	Teaching and Learning	Teaching & Learning Online Series	5/18/20	53
Equity Mindness in Online Teaching	Teaching and Learning	Teaching & Learning Online Series	5/19/20	23
Using Backwards Design in an Online Environment	Teaching and Learning	Teaching & Learning Online Series	5/19/20	39
Accessibility 101	Teaching and Learning	Teaching & Learning Online Series	5/20/20	28
Student Engagement	Teaching and Learning	Teaching & Learning Online Series	5/20/20	47
Fostering Resilience in Students	Teaching and Learning	Teaching & Learning Online Series	5/21/20	21

June

Online 101 Workshop	Teaching and Learning	Teaching & Learning Online Series	6/8/20	49
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Workshop	Category	Program	Date	Total #
Accessibility 101	Teaching and Learning	Teaching & Learning Online Series	6/8/20	45
Team Based Learning for Online Engagement	Teaching and Learning	Teaching & Learning Online Series	6/8/20	28
Fostering Resilience in Students	Teaching and Learning	Teaching & Learning Online Series	6/9/20	38
Equity Mindedness in Online Teaching	Teaching and Learning	Teaching & Learning Online Series	6/9/20	51
"Please wear clothes..." Student Expectations Online	Teaching and Learning	Teaching & Learning Online Series	6/10/20	36
Using Backwards Design in an Online Environment	Teaching and Learning	Teaching & Learning Online Series	6/10/20	42
Authentic Engagement for Diverse Learners	Teaching and Learning	Teaching & Learning Online Series	6/11/20	42
Student Engagement	Teaching and Learning	Teaching & Learning Online Series	6/11/20	51
Remote Service Learning	Teaching and Learning	Teaching & Learning Online Series	6/11/20	20
Online 101 Workshop	Teaching and Learning	Teaching & Learning Online Series	6/29/20	
Accessibility 101	Teaching and Learning	Teaching & Learning Online Series	6/30/20	
Team Based Learning for Online Engagement	Teaching and Learning	Teaching & Learning Online Series	6/30/20	
Using Backwards Design in an Online Environment	Teaching and Learning	Teaching & Learning Online Series	6/30/20	
"Please wear clothes..." Student Expectations Online	Teaching and Learning	Teaching & Learning Online Series	7/1/20	
Equity Mindedness in Online Teaching	Teaching and Learning	Teaching & Learning Online Series	7/1/20	
Fostering Resilience in Students	Teaching and Learning	Teaching & Learning Online Series	7/1/20	
Authentic Engagement for Diverse Learners	Teaching and Learning	Teaching & Learning Online Series	7/2/20	
Student Engagement	Teaching and Learning	Teaching & Learning Online Series	7/2/20	

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Appendix B: Faculty Mentoring Program (FMP) Activities

Orientations and Welcome Luncheons

Our orientations continue to be held on the first six (6) weeks of the Fall and Spring semesters, immediately after the protégés are matched with their mentors. These luncheons continue to be well attended and participants engage in icebreaking exercises that lead to the informational about the protégé-mentor relationship. In the icebreaker exercise, mentors and protégés alike discussed five

Chips and Salsa Social and Ice Cream Socials. We held one (1) Chips and Salsa Socials and one (1) Ice Cream Socials during the AY 19-20. These informal meetings provide the protégés the opportunity to meet with their own mentors, other FMP students, as well as other FMP mentors, the Program Coordinator and the FMP Faculty Fellow. They are regularly attended by protégés and mentors alike and provide a safe environment in which students can discuss their concerns about college life and receive guidance to their questions.

Student Research Opportunities. We held one (1) Student Research Opportunities during the fall semester. This workshop informs protégés about student research opportunities for the summer and beyond. Participating in research can boost their application for graduate school or add depth to their resume for a job after they graduate.

Surviving Prejudice and Micro-Aggressions. We held one(1) Surviving Prejudice and Micro-Aggressions during the spring semester. This workshop helps the students to understand what prejudice and micro-aggressions are, what impacts they can have, and how you can survive them, particularly in a university setting.

The In's and Out's of Internships. We held one (1) The In's and Out's of Internships during the spring semester. This workshop brings together resources from on campus to inform protégés why they should do an internship, how to select an internship opportunity and how make the most out of the internship experience.

Post-graduate Testing Scholarships. We received ten (10) applications (ten in Fall 2019 and seven (7) in Spring 2020). We were able to provide complete and/or partial support for the Post-Grad Scholarship for seventeen (17) applicants from the CSUSM Foundation Funds). The Post-graduate testing scholarship helps our protégés cover the costs of the GRE, CBEST, LSAT and the CSET tests.

Scholarship to attend the Career Center's Etiquette Dinner

This event aims to help students feel better prepared and more confident dining in a business setting. The FMP program in Fall 2019 awarded fourteen (14) free tickets to protégés to attend the Etiquette Dinner (CSUSM Foundation Funds).

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Faculty Mentoring Program 2019-20 Activities

Workshop	Date	Total #
September		
FMP Refreshing Mentors: Tips and Tools for Mentors	9/17/19	7
FMP Orientation	9/19/19	98
October		
FMP Ice Cream Social	10/3/19	7
FMP Surviving Stress	10/22/19	15
FMP Halloween Social	10/31/19	21
November		
FMP So You Wanna Go to Grad School?	11/7/19	16
FMP Student Research Opportunities	11/12/19	13
December		
New Faculty Institute: End of the Semester Wrap-Up	12/6/19	13
FLC Building & Strengthening	12/6/19	6
FLC Mental Health	12/6/19	9
FMP End of the Semester Celebration	12/6/19	15 Mentors & 20 Proteges
Submitting your course in Curriculog	12/13/19	5
February		
FMP Kick Off Spring Lucheon	2/6/19	70
FMP Refreshing the Mentors	1/11/20	3
FMP Chips and Salsa	2/27/20	11

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Appendix C: Definitions of Themes with Current Programs

Teaching & Learning – all aspects of teaching and learning including pedagogy, teaching strategies, understanding our students, online teaching, the scholarship of teaching and learning, and other related areas. Programs include:

- Teaching Academy
- Book Club
- Course Redesign Faculty Learning Community
- Quality Learning & Teaching (QLT), peer-review of online courses
- Summer Teaching Institutes
- Workshops on related topics

Diversity, Equity & Inclusion – assisting faculty to learn more about diversity, equity and inclusion in their curriculum, classroom and work with students and colleagues.

- Professional Development for Diversity and Equity Course Requirement
- Conversations that Transform
- Contemplative Pedagogy for Social Justice
- Difficult Conversations in the Classroom

Research, Scholarly & Creative Activity – support for faculty research, scholarly and creative activity

- Faculty Research Colloquium
- FLC for Writing an Article in 12 Weeks

Faculty Development – professional development at all stages of one's career (graduate students, new faculty, mid-career, etc.) for faculty of any rank. This also includes self-care and work/life balance.

Programs include:

- New Faculty Institute
- Department Chair Training
- Preparing Future Faculty and Teaching Associate Training
- Faculty Connections Mentoring
- RTP and Sabbatical Workshops
- Peer Review Committee Training

Community Building – within the faculty and larger campus community

- Annual Faculty Reception
- Affinity Groups, incl. Working Parents, Black Faculty

Faculty Mentoring Program – mentoring program to enhance the retention and graduation rates of first-generation and economically-disadvantaged college students.

- Mentor Training
- Career and Grad School Preparation workshops
- End-of-Year/Graduation Celebration