Faculty Development at Baruch College

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Context

- Faculty development for professional success around tenure and promotion
- Our suite of faculty PD not shockingly novel
- I am a one-woman show
How to maximize impact?

■ Segment faculty to focus efforts
  ■ Role transition
■ Three target groups:
  1. New faculty
  2. New department chairs
  3. ‘Stuck’ mid-career faculty
■ Highlight things that worked particularly well
New Faculty

- Orientation
  - Re-calendared
  - Faculty-led sessions
  - Incorporated pedagogical best practices
    - E.g. World Café approach to faculty support units (Library, research, IT, etc.)

- Writing an effective Personal Statement
  - Peer workshopping a “shitty first draft”

- Annual Spring Forum on Tenure & Promotion
  - Provost, dean, chair, committee member, candidate
New Department Chairs

- This is the toughest administrative role AND one of the most important
- First year mentor
- Book *(The Essential Department Chair)* and other written resources
- National training
Mid-Career Faculty who feel ‘stuck’

- The trickiest of the sessions I’ve developed
  - Combines logistics and therapy
- Self-selection or nomination by Chair
- ‘Stuck-ness’ can be seen as pejorative, but
  - It is normal and OK to feel ‘stuck’
    - Mid-career malaise across sectors
    - Demographics
    - Service demands
    - Inversion of the structure versus choice ratio
Getting Unstuck

- Lots of small group and pair/share work
  - Describe what ‘stuck’ looks and feels like to you
  - Identify location on mid-career emotional spectrum
  - What professional activities do you love? What energizes, uplifts, makes you look forward to your day?
  - What activities do you not love – makes you crabby, tired, bored, unproductive
  - Brainstorm short- and long-term strategies for getting unstuck
  - Commit to three actions to undertake to begin the process
Mid-Career Emotional Spectrum

- Exhausted
- Confused
- Disappointed
- Numb
- Stuck
- Mad
- Unmotivated
- Bored
- Relieved
- Free
- Happy

Mid-Career Faculty
Getting Unstuck (con’t)

- Productivity and time management resources
  - Re-booting writing practice
  - Long-term goal and what it will take to get there
  - Building a support network
  - Calendaring annually, semesterly, and weekly
Concluding thoughts

- Instill a culture of ownership and advocacy
- CUNY New Chair Workshop?
- Assessment – help!
- Happy to share my materials/experience with you