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Workshop for New Developers

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NOTES & NUANCES: PROGRAMMING FOR NEW FACULTY

CHARACTERISTICS OF NEW COLLEAGUES

- o SKILLS & KNOWLEDGE
- o MOTIVATION TO "GET DEVELOPED"

PROGRAMMING CONSIDERATIONS

- o GOALS & PHILOSOPHY
- o INDIVIDUALIZATION VS. MASS DEVELOPMENT
- o BONDING
- o LOGISTICS
- o BRIDGING

Programming for Teaching Faculty and Staff

<u>PROGRAMS & EVENTS</u>	<u>MONTH</u>
Microteaching	July-August
New Employee Orientation (NEO)	July-August Sept.-Nov.
Dean's Luncheon Welcome & Kick-off to Seminar Series	September
New Faculty (& Significant Other) Picnic Social	September
Individual Plan (IP) Development <ul style="list-style-type: none"> o Meetings with New Faculty & Staff o Meetings with Chairs/Managers 	Sept.-Oct.
Seminars on Teaching Learning & Deafness (NFS)	Sept.-May
Faculty Consultations Program (FCP) <ul style="list-style-type: none"> o Lunch Meetings with Participants o Faculty Consultant Team Meetings 	Sept.-June
Department Mentor Development	Sept.-May
Faculty Development Advisory Group Meetings	Sept.-May
Open Reception for New Faculty & Staff (Institute wide)	December
End of First Year ("We made it!") BBQ	May
Final Professional Development Plan (PPDP) Interviews with New Faculty and Staff and Program Evaluation	May-June

CHARACTERISTICS OF NEW FACULTY & STAFF

<u>CATEGORY</u>	<u>F/S1</u>	<u>F/S2</u>	<u>F/S3</u>	<u>F/S4</u>	<u>ETC.</u>
Discipline Knowledge & Skills	X	X			?
Teaching/Learning Knowledge & Skills	X			X	?
Communication Knowledge & Skills	X	X	X		?
Knowledge Related to Cultural Diversity			X		?

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NOTES & NUANCES: REFLECTIONS ON GETTING OLD

CHANGE

- o PATIENCE IS NOT A VIRTUE
- o CHANGE IS UNNATURAL
- o MOTIVATION AND HUMANNES

FOOD WORKS

PHILOSOPHY

- o ARTICULATION TALKS... WALKS
- o EXAMPLES

FACULTY DEVELOPMENT AS A SUBVERSIVE ACTIVITY

- o "MARKETING" IN THE 90s
- o EMPOWERMENT AND POWER

DEVELOPING A "TUDE"

STORIES FROM THE FIELD

- o "ASK THE CLIENT..."
- o CONTENT VS. PROCESS

SCHEDULING RUNS THE UNIVERSE