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## Workshop for New Developers

Larry K. Quinsland

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#### Workshop for New Developers

POD October, 1993

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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**

PROGRAMS & EVENTS	MONTH
Microteaching	July-August
New Employee Orientation (NEO)	July-August SeptNov.
Dean's Luncheon Welcome & Kick-off to Seminar Series	September
New Faculty (& Significant Other) Picnic Social	September
Individual Plan (IP) Development o Meetings with New Faculty & Staff o Meetings with Chairs/Managers	SeptOct.
Seminars on Teaching Learning & Deafness (NFS)	SeptMay
Faculty Consultations Program (FCP) o Lunch Meetings with Participants o Faculty Consultant Team Meetings	SeptJune
Department Mentor Development	SeptMay
Faculty Development Advisory Group Meetings	SeptMay
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**

CATEGORY	F/S1	F/S2	F/S3	F/S4	ETC.	
Discipline Knowledge & Skills	X	X			?	
Teaching/Learning Knowledge & Skills	s X			X	?	
Communication Knowledge & Skills	X	X	X		?	
Knowledge Related to Cultural Diversi	itv		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 HUMANNESS

#### **FOOD WORKS**

#### PHILOSOPHY

- 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