

Orienting, Onboarding, and Mentoring New Faculty



-Steve Piscitelli-
Author, Speaker, and Retired Professor

 **Innovative Educators**
Educating Faculty, Staff & Students Online
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GRATITUDE for the Innovative Educators Team!



Melissa



Val



Go to
<https://www.innovativeeducators.org/pages/about-us>
to learn about the rest of this GREAT team!

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Erin



Kristen

Part 1: Context



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Why this topic and why me?



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Mitakuye Oyasin



We Are All Related!

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Potential or Actual Silos



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No Need To Be An Island



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Your Turn: “Community” means

- Belonging
- Care
- Commonality
- Concern
- Encouragement
- Familiarity
- Inclusion
- Like-minded People
- Network
- Respectful Relationships
- Support
- Ties



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Community: Faculty

Community: First-Year Faculty

Community: Senior Faculty

Community: Adjunct Faculty

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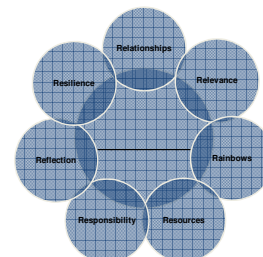
Our Conversation Today Will Look At...

- Purpose/outcomes for first-year faculty mentoring and development
- Bright spots
- Not-so-bright spots
- Application (scenarios)
- “Weak Signals”
- Call-to-Action

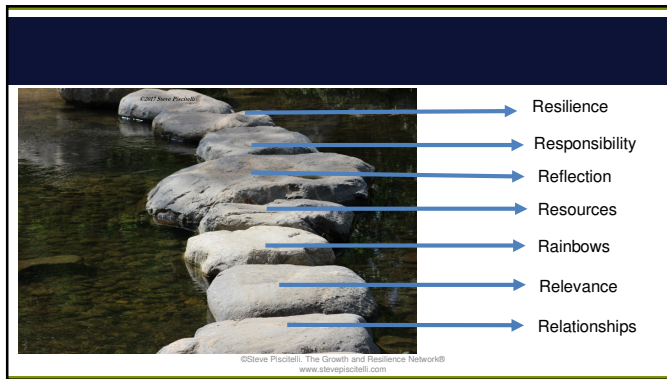


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The Seven Rs of Success



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You May Need to Shift Your Focus

From “Best Practices”
to
“Promising Practices”

**COMING
SOON**

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Shift

“You can’t expect the current culture to produce new or different results. It simply will not happen.”

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Weak Signals

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A → B

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Shift...It's 1997...and...

**COMING
SOON**

- Walkman
- MP3.com
- IBM's Deep Blue wins Chess Championship
- AOL Instant Messenger
- Google.com registered
- Facemash: Still 6 years in the future
- Steve teaches a “telecourse”
- Transparencies & Overhead Projector (!)

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Shift...It's 2027...and...

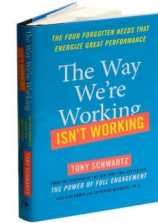
What “weak signals” do you notice now for future educational and faculty mentoring trends?

- Enrollment shifts?
- Economic shifts?
- Methodological shifts?
- Faculty shifts?
- Other shifts?



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“We Can’t Change What We Don’t Notice”

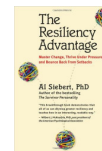


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Strategic Question-Storming



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When it comes to new faculty mentoring and resilience, what are the important questions we should be asking?

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A Few Questions to Consider



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What does mentoring new faculty mean?



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What are the top three needs for new faculty?



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What is the most important question
new faculty members can ask?



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What are your institution's core beliefs for
mentoring new faculty?



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Can one mentor meet all new faculty needs?



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Can one new faculty mentoring program meet
all new faculty needs?



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How do you build a sense of community
with new faculty?



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How does your institution prepare for the new faculty arrival?



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What's in your new faculty mentoring tool kit?



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Do you include a resilience component for new faculty?



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When it comes to new faculty programming, what are the weak signals?



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Just in Case or Just in Time Programming?



Pre-Semester



Start of Semester



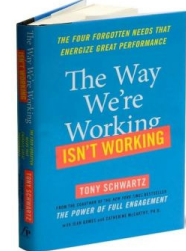
Middle of Semester



End of Semester

WHAT and WHY

“Any organization that fails to build a robust learning program for its employees—not just to increase their skills but also to develop them as human beings—ought to expect that its people won’t get better at their jobs over time and may well get worse.”



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Factors to Nurture and Sustain Growth and Resilience

Being	Knowing	Reflective Practice
Building Bridges	Leadership	Support
Collaboration	Listening	Vision
Consistency	Perseverance	Willingness to Fail & Grow
Doing	Persistence	Work
Intentionality	Humor	Other....

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Your Turn: What else would you or do you include?



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The Current Environment



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Disconnections?



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A Case for Mentoring First-Year Faculty



A Scenario

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Program Considerations

- Professional
- Personal
- Institutional
- Delivery



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Your Turn: What else would you or do you include?



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Effective Mentor Considerations



- Accessibility
- A Coach
- A Friend
- A Guide
- A Listener
- A Networker
- A Confidant
- Collaborative
- Energizing
- Experienced-content
- Experienced-culture
- Experienced-interests
- Experienced-pedagogy
- Supportive

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Effective Mentee Considerations

(Sorcinelli, Jung, and Baldi)

- Proactive about needs
- Respectful of mentor's time
- Asks for feedback
- Provides feedback
- Follows-through promptly
- Maintains confidentiality



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Your Turn: What else would you or do you include?



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Promising Practices: Looking for the Bright Spots



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Brigham Young University


- BYU Development Series



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Teaching Portfolio


- Teaching Portfolio



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Everett Community College


- Faculty Academies



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Mindful Mondays


- *Mindfulness in Relationships: Befriending Self and Others*
 - A semester lunch and learn series
- *Mindfulness Practices Laboratory* (30-minute sessions)
 - "... mindfulness approaches for improving the quality of your personal and professional life."



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Illinois State University


- Early Career Circle



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MVCC

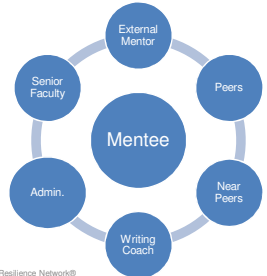
MOHAWK VALLEY COMMUNITY COLLEGE



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UMass Amherst

- Mutual Mentoring



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P.R.O. Project Practicing Reflection Online

**Wake Technical
Community College**

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A Faculty Development Coordinator and Reflective Practice

- 3-part workshop
- Only faculty
- First 8
- Commit to all sessions



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A Case for Mentoring Resilience

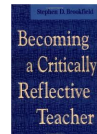


A Scenario

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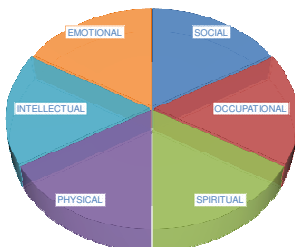
Enroll in an Out-of Field Class

“...consider other ways in which we can reflect on our experiences as learners.”



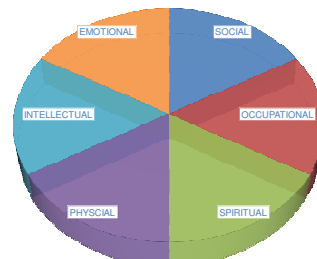
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Making the Space



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Filling the Space



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Challenges for Sustainability?



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Calls-to-Action: Kaizen!



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A Case for Mentoring Senior Faculty



A Scenario

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Questions?



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Innovative Educators
Supporting Academic & Professional Growth in Higher Ed



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