

FACULTY DEVELOPMENT NEWSLETTER

AFFIRM IDENTITY | BUILD COMMUNITY | CULTIVATE LEADERSHIP

ADOF* office hours (in person or on Zoom) on Fridays, noon to 1 p.m. Sign up for an [individual appointment](#).



Office of the Provost and Dean of the Faculty

AUGUST 2022

Check out the [January 2022 Faculty Development Newsletter](#).

I hope that your summer went well, and you had the opportunity to rest and regenerate. I am excited to release this second Faculty Development Newsletter, dedicated to sharing faculty development resources and programs grounded in Beverly D. Tatum's ABC approach to creating engaged and inclusive academic communities: Affirming Identity, Building Community, and Cultivating Leadership.

As we are about to kick off the academic year, my first thoughts go to new faculty who are embarking on the next chapter of their lives at Smith and in the surrounding area. I wish our new faculty the very best and want you to know that the [provost's office](#) is here to support you in this transition.

I also think of my dear colleagues who have recently retired and are transitioning to a new chapter of their lives. My office is in the process of renovating the lounge on the second floor of Tilly Hall (on Henshaw Ave.) to create a welcoming space for emeriti/ae to meet, work and socialize; we hope this space will help them connect with one another after two challenging years.

One thing the pandemic has taught us is the importance of work-life integration and its significance in promoting our well-being. To help faculty achieve this goal, Benita Jackson, professor of psychology at Smith and certified health coach, will serve as faculty wellness fellow for 2022-23. To launch this new initiative, Benita will offer a faculty development workshop titled, "Joy Choices' for Faculty: Constraints and Affordances," on September 14. I hope many of you will take advantage of this opportunity and [register](#).

I look forward to connecting with you and wish you a good start to the fall semester.

Hélène Visentin

Associate Dean of the Faculty/Dean
for Academic Development



69

**Faculty Development
Sessions in 2021–22**

**673 Session
Attendees**

Hayley Spizz, faculty policies administrator, is my PDOF* partner in the faculty development work. Please feel free to reach out to Hayley (hspizz@smith.edu) and/or me (hvisenti@smith.edu) with any questions. We are also open to your suggestions!

* PDOF: Provost and Dean of the Faculty
ADOF: Associate Dean of the Faculty—a few of Smith's many acronyms.

Our faculty development work falls into the following categories

1. **Fostering Equity**

The provost's office recently launched three equity-focused initiatives to build a healthy and more equitable community of teachers-scholars. I am happy to share some updates.

Support for Non-Tenure-Track (NTT) Faculty

The provost's office is continuing to put mechanisms in place to better support NTT faculty in navigating and being successful during their time at Smith. This year, we are both (1) institutionalizing the NTT Mentoring Program targeted to NTT faculty in non-renewable positions that we have piloted for the past two years and (2) extending it to core lecturers and renewable laboratory instructors. We are also extending departmental mentoring to core lecturers and renewable laboratory instructors on their path to promotion to senior lecturer and senior laboratory instructor. In January 2021 and January 2022, we conducted a brief, anonymous survey about visibility and inclusion of NTT faculty in their home departments/programs and about communication with their chairs. The surveys

provided important feedback that we will continue to address. We were pleased to see the data trending in a positive direction, especially in how well chairs are reported to be communicating with NTT faculty. I encourage NTT faculty to look at this curated [list of resources](#) and to attend the [Teaching Circle for NTT Faculty](#) hosted by the Sherred Center and facilitated by our [four NTT mentors](#).

Faculty Workload Equity Working Group

In 2021-22, with the support of Hayley Spizz, I created a pilot working group composed of four department chairs, as well as Cate Rowen and Minh Ly from institutional research, to tackle issues around workload equity. Our work is grounded in the American Council on Education's 2021 report [Equity-Minded Faculty Workloads. What We Can Do and Should Do Now](#). The working group has made the following recommendations:

- continue the pilot program through AY23 and develop processes
- create a Faculty Workload Equity Resources folder in Chairs' Google Drive folder
- invite departments/programs to take steps to improve faculty workload equity by increasing transparency, clarity and visibility of labor (amount, effort, time commitment, etc.); clarifying expectations (including at different ranks); and adjusting distribution of work

My office will follow up on these recommendations. The Faculty Workload Equity Working Group will also continue its work during the upcoming academic year. Evidence-based practices to improve faculty workload equity within academic units will be shared at a faculty development session on November 29.



Anti-racist Learning Community (ALC) for Faculty and Staff Who Teach: After a productive series of meetings in the fall of 2021, Floyd Cheung and I facilitated an ALC Teaching Circle in the spring semester. To help us in this work, we gathered a [list of selected resources](#) on three main topics: mentoring across power differences, syllabus review for inclusiveness, and ungrading. Given that the topic that generated the most interest was “ungrading,” we had a joint session with the teaching circle on alternative grading methods. The ALC Teaching Circle will meet

in 2022-23 to continue to learn together and explore ways to deepen anti-racist principles in our engagements with students, colleagues, disciplines and communities. We learned from Tia Brown McNair, vice president in the Office of Diversity, Equity and Student Success at the American Association of Colleges and Universities, and co-author of *From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education* (2021), that this work needs to be community driven and aligned with the [Toward Racial Justice at Smith](#) principles.

2. Onboarding and Mentoring New Faculty

Rachel Siegel, faculty recruitment and appointment specialist, and I had the pleasure to host the [Summer 2022 New Faculty Orientation](#) (NFO) conducted over five sessions in July and August. Our group of 50 new faculty is composed of tenured and tenure-track faculty, visiting assistant professors, visiting professors, full-time and part-time lecturers, laboratory instructors and post-doctoral fellows. To onboard

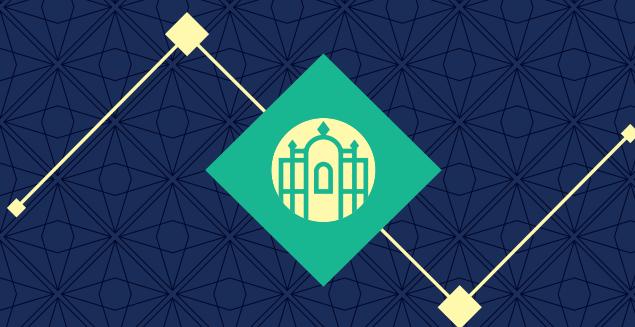
and support new faculty so they can thrive at Smith, the provost’s office administers [three mentoring programs](#). On August 24, 2022, thanks to a partnership between the provost’s office and the Office of Equity and Inclusion, we held a “Mentoring Across Identities” workshop. Targeted to all faculty who have a formal mentoring role at Smith, this workshop addressed social identities and the differing needs of our junior faculty.

3. Building Communities of Support

There are many ways to find a community at Smith. You can attend the weekly [Liberal Arts and/or Sigma Xi Luncheons](#), join a [Teaching Circle](#) and participate in a [Teaching Arts Luncheon](#) hosted by the Sherrerd Center for Teaching and Learning, and/or take part in a project led by the [Kahn Liberal Arts Institute](#). At any time, faculty can join an [affinity group under the auspices of the Office for Equity and Inclusion](#). There are

also three junior faculty groups: the Junior Faculty in Science and Engineering (contact licia Grubb and/or Niveen Ismail), the Junior Faculty of Color (contact Liz Pryor), and the Junior Faculty in Divisions I, II and IV (contact Thomas Roberts and/or Rebecca Worsham). Another way to connect is via Smith Slack channels (look for Smith Faculty Community on Slack).

82
FACULTY
MEMBERS
*Serve as
Mentors*



The Sherrerd
Center has
2 Teaching
Mentors
who can help members
of the Smith community
to improve their teaching
skills. Schedule a [meeting](#).

4. *Accessing Resources to Meet Your Needs*

For an overview, explore the [Faculty Development Map](#) that charts—by topic, sponsor and position/career stage—the range of resources faculty can access to support their work. To identify funding opportunities that uniquely match your scholarly profile, you can use [Pivot](#) and/or [GrantForward](#). My office is again partnering with Grants and Sponsored Programs to offer a workshop on “First Steps Toward Seeking Grants and Fellowships” on November 1 (register [here](#)). As a reminder, the [Smith Moneybook](#) includes internal grants and fellowships for research and curricular development.

I encourage faculty to explore the [National Center for Faculty Development and Diversity](#) (NCFDD) core curriculum (especially [Skill #1: Every Semester Needs a Plan](#)) and subscribe to its [Monday Motivator](#). See the [NCFDD’s Fall Events Calendar](#). You might also be interested in attending one of their upcoming live webinars such as

“What I Wished I Would Have Known as a New Full-Time Faculty Member” (Aug. 30), “Exposing the Hidden Curriculum: Cultivating Structural and Systemic Change for Mid-Career Faculty Advancement” (Oct. 19), and “Maximizing Productivity and Sparking Synergies among Teaching, Research, and Service at Small Liberal Arts Colleges” (Oct. 25). If you’re interested in having an accountability partner, NCFDD matches people by rank, and you can [request to be matched with a writing buddy](#). Additional information for the next [Faculty Success Program bootcamp](#) is forthcoming on the NCFDD website.

Explore all the resources at the [National Center for Faculty Development and Diversity](#) (NCFDD). Smith College is an institutional member, which allows all those in our community to access NCFDD professional development resources for free.

5. *(Re)creating a Community of Scholars*

In May 2022, Smith participated in the [Five College Publishing Day](#) event attended by 90+ faculty across the Five Colleges. I will share any upcoming publishing-related programming through the faculty listserv. This summer, the provost’s office hosted monthly Write-on-Sites in Ford 340 and two “Hiking and Writing with Friends” sessions at the MacLeish Field Station. It was so nice to see familiar faces who are happy to find a community of writers and share their projects! To allow faculty to have large blocks of uninterrupted time and join a community of support, monthly Write-on-Site opportunities will also be offered throughout the academic year (for fall semester, register [here](#)). Our office maintains a [Writing Groups Google Sheet](#), which can be utilized to identify opportunities. Writing groups foster relationships of accountability and provide support and motivation. If you are committed to developing a writing routine, you



can also participate in the next [NCFDD Writing Challenge](#) for free, October 17-30 (registration is required and closes on October 12.)