

FACULTY DEVELOPMENT NEWSLETTER

AFFIRM IDENTITY | BUILD COMMUNITY | CULTIVATE LEADERSHIP

Register for the Spring 2023 Faculty Development Series



Office of the Provost and Dean of the Faculty

JANUARY 2023

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

ADOF* office hours (in person or on Zoom) on Fridays. Sign-up in advance for an [individual appointment](#).

Let me begin by wishing you a happy New Year! It's been a challenging few years since the beginning of the pandemic—and not only because of the pandemic. May 2023 bring you more joy and new inspirations, as well as high aspirations! To start the new year, I am excited to release the third edition of the Faculty Development Newsletter dedicated to sharing faculty development resources, programs and priorities grounded in Beverly D. Tatum's ABC's approach to create engaged and inclusive academic communities: Affirming Identity, Building Community and Cultivating Leadership.

I am hearing from faculty that work-life integration remains a challenge and feeling more joy in your work is not as easy as it sounds. Faculty tend to be passionate about what they do and set big goals for themselves within cultures of high achievement. Constant striving to live up to external competing demands can be tiring and unrealistic. To support faculty with these challenges, we will have several offerings this semester including a February 8 session offered by Benita Jackson, professor of psychology at Smith—and certified health coach and Faculty Wellness Fellow for 2022–23—titled (*In the Face of Constraints*) *Innovating Joy for Faculty*. Later in the semester, Rebecca Pope-Ruark, faculty developer and certified coach, will facilitate a workshop on strategies to juggle academic life and work. She recently published *Unraveling Faculty Burnout: Pathways to Reckoning and Renewal* (Johns Hopkins UP, 2022). I hope many of you will take advantage of these opportunities and [register](#).

I look forward to supporting you and wish you a good start of the spring semester.



H el ene Visentin

Associate Dean of the Faculty/
Dean for Academic Development

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) or me (hvisenti@smith) 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.

380

SESSION ATTENDEES

10 Faculty Development Sessions in Summer 2022

25 Faculty Development Sessions in Fall 2022

Our faculty development work falls into the following categories

1. Fostering Equity

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

Faculty Workload Equity Working Group

Members of the Faculty Workload Equity Working Group continue to meet monthly to discuss strategies and solutions to address workload equity issues. Our work focuses on the following:

- Measure work activities and make visible the invisible work by conducting an audit of current faculty workloads within academic units
- Create dashboards of faculty activities around advising and service to increase transparency
- Clarify expectations by types of appointment and ranks, and within context

The goal is to make specific recommendations by the end of the academic year to the provost and to integrate this work more fully at the departmental level. Our work is based on the [Faculty Workload and Rewards Project](#). See O'Meara, K., Culpepper, D., Misra, J. & Jaeger, A., [Equity-Minded Faculty Workloads. What We Can Do and Should Do Now](#), (American Council on Education, 2021).

On Our Way To Wellness

An **HR program** that offers tools and resources to foster employee wellbeing

Support for Non-Tenure-Track (NTT) Faculty

This past fall, we hosted a series of meetings for NTT faculty intended to welcome and onboard our new NTT colleagues, and to connect with and support all NTT faculty. In these meetings, we shared [resources](#), including the [NTT Mentoring Team](#) and the [Teaching Circle for NTT Faculty](#), provided information and offered opportunities for questions. Moving into the spring semester, we will continue to create space for NTT faculty to connect with each other and to share resources and strategies about how to best navigate the institution and be successful during their time at Smith.

Anti-racist Learning Community (ALC) for Faculty and Staff Who Teach

The ALC Teaching Circle met in the fall semester to continue to explore ways to deepen antiracist practices in our engagements with students, colleagues, disciplines and communities. We talked about anti-racist pedagogies and added them to our [padlet](#). See also a [list of selected resources](#).

Two events will allow us to continue our conversations: (1) Susan Blum, a professor of anthropology at the University of Notre Dame who has just edited a book on ungrading (*Ungrading: Why Rating Students Undermines Learning (and What to Do Instead)*, West Virginia UP, 2020), joined us for the Faculty Retreat on January 18; (2) as part of a strategic initiative, the Office for Equity and Inclusion and the Office of the Provost are collaborating to bring an external workshop leader to run an antiracist pedagogy workshop series after Spring Break. These will be opportunities for learning theories and practicing hands-on techniques to develop an anti-racist classroom and curriculum.

2. Onboarding and Mentoring Faculty

To onboard and support new faculty so they can thrive at Smith, the provost's office administers [three mentoring programs](#). In addition to mentorship through these formal programs, junior faculty are encouraged to develop their own network of

mentors (the National Center for Faculty Development & Diversity (NCFDD) interactive [Mentoring Map](#) is a useful tool). In an effort to provide greater support to mentors, we have created and continue to develop a [Mentoring Resources](#) guide.

3. Building Communities of Support

Smith offers many opportunities for faculty to gather around scholarship, teaching and identity. You may attend weekly [Liberal Arts and/or Sigma Xi Luncheons](#), take part in a Kahn project led by the [Kahn Liberal Arts Institute](#), attend a [Faculty Development](#) session, join a [Teaching Circle](#) and attend [Teaching Arts Luncheons](#) hosted by the Sherrerd Center for Teaching and Learning. Faculty are also welcome to join an [affinity group under the auspices of the Office for Equity and Inclusion](#). There are three groups for junior faculty—Junior Faculty in Science and Engineering (contact Alicia Grubb or Greg de Wet), Junior Faculty of Color (contact Liz Pryor or

Patty DiBartolo) and Junior Faculty in Divisions I, II and IV (contact Thomas Roberts or Rebecca Worsham). Another way to connect is via Smith Slack channels (look for Smith Faculty Community on Slack).

Last semester, I hosted monthly cohort lunches for assistant professors, and this coming spring semester I will meet with a cohort of associate professors. We hosted a January 26 Cohort Bridge Lunch for those assistant professors who participated in the fall cohort lunches and those associate professors who will participate in the spring lunches.

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 match your scholarly profile, you can use [Pivot](#) and [GrantForward](#).

My office is again partnering with Grants and Sponsored Research to offer a faculty panel on competitive grants and distinguished fellowships on March 28, 2023 (register [here](#)). As a reminder, the [Smith College Moneybook](#) includes internal grants and fellowships for research

Faculty Wellness Fellow

For the 2022–23 academic year, Benita Jackson, professor of psychology and health scholar and practitioner, is serving as the Faculty Wellness Fellow as part of a pilot program. In this role, she is developing programming to provide faculty with tools to support their pursuit of work-life integration and imagine forms of cultural and structural change in support of those goals.



and curricular development. **The deadline for proposals for 2023–24 endowed fellowships is February 10, 2023.**

The Sherrerd Center has two Teaching Mentors who can help instructors with their teaching. To schedule a meeting, please visit the Sherrerd Center [webpage](#).

I want to bring to your attention several spring [review meetings and workshops](#) offered by the provost's office (emails to be sent to invited cohorts).

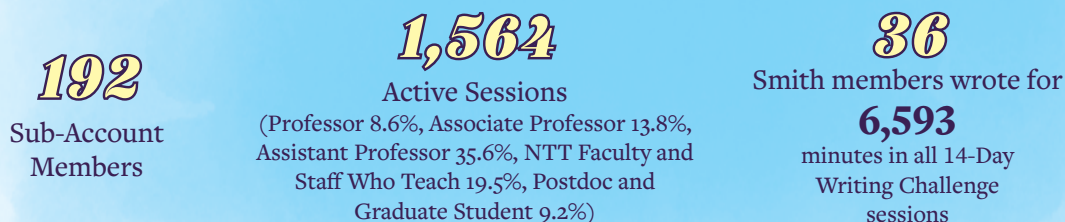
I encourage faculty to explore the NCFDD core curriculum—especially [Skill #1: Every Semester](#)

[Needs a Plan](#) to create a realistic plan and help you prioritize what is important. You can also register for the next core curriculum webinar [How To Align Your Time With Your Priorities](#) (February 9, 2–3:30 p.m.) and subscribe to the NCFDD [Monday Motivator](#). If you're interested in having a writing accountability partner, NCFDD matches people by rank with a writing buddy; go their [website](#) to request a buddy match. You can join the [Writing Challenges](#) in the NCFDD Discussion Forum and/or sign up for the [14-Day Writing Challenge](#), February 20–March 5 (registration ends February 15). Finally, check out the new [NCFDD Hidden Handbook](#), a mini-series providing quick tips in various areas to thrive in academia.

NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY (NCFDD)

Smith College is an institutional member, which allows all members of our community to [access NCFDD professional development resources](#) for free.

2021 Smith Engagement with NCFDD



5. (Re)creating a Community of Scholars

To allow faculty to have large blocks of uninterrupted time and find companionship, I hosted two-day long writing retreats at the MacLeish Field Station during Interterm. You can now [register](#) for monthly Write-on-Site sessions that will be offered throughout the spring semester. My office maintains a [Writing Groups Google Sheet](#),

which can be utilized to identify opportunities. Writing groups foster relationships of accountability and provide support as well as motivation. Finally, we are actively planning a series of workshops on publishing, writing and editing for the month of May. Stay tuned for more information!