Designing strong orientation programs for new contingent and full-time faculty

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Abstract:
This workshop will situate institutional context and mission at the center of a framework for the development of successful new faculty orientation programs. Each of the facilitators will share examples from orientations we have led in our differing institutional types for varied audiences. Workshop participants will learn how to design the most effective orientation program for the time they have available (e.g., half-day, full-day, multi-day, semester-long, year-long) and we will discuss ways in which mentoring relationships can be fostered as part of new faculty orientation.

Objectives:
Participants should leave with
- An understanding of the wide range of forms orientation programs can take
- An ability to make informed decisions about how to refine or design an orientation program
- An appreciation for how a new faculty orientation program fits into the larger professional development program(s) at their institution.
- An initial outline for a new faculty orientation program that fits their specific goals and institutional context.
- A bibliography of resources on the nature and value of high-quality faculty orientation programs.

Activity 1: CONTEXT MATTERS

Group Questions: (show of hands)

1. How many are starting a brand new orientation program? (or a program for a new audience?)

2. How many of you have an existing orientation program you want to improve or change?
   - Tweaking it a little?
   - Significant change?
Activity #2: KNOW YOUR MISSION AND LEARNING AT THE CENTER

Group Activity (Think, Pair, Share)

1. What does the mission of your institution look like in practice—specifically, in the classroom? How is it expressed in what students learn, and how they learn?

2. What are the goals of the orientation program you are considering? (i.e., the new or changed version you envision)

3. Identify three issues that have presented barriers to accomplishing your goals.

Limited reporting out to the larger group …
Activity #3: CONTEXT MATTERS

1. What might some of these types of orientation look like on your campus?

2. Begin sketching out ideas of an orientation program that fits your particular needs and context.

3. Share with peers at your table and with the larger group.
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Bibliography of resources on new faculty orientation programs and mentoring:


