

New Faculty Committee

Scope:

The new faculty committee will help facilitate the successful transition of new faculty hires (both full and part-time). The committee will be responsible for designing and organizing a faculty learning community that engages new faculty in an active, collaborative, yearlong program consisting of professional development, mentoring, community-building activities, and academic support. Program elements will be designed to foster a culture of teaching excellence and service that embraces inclusion, equity, diversity, justice, and the implementation of evidence-based practices. To effectively support and engage new faculty, the committee will work closely with various departments and programs on campus, including academic departments, the Center for Teaching Excellence, and other academic senate committees (e.g., Professional Development Committee, Adjunct Committee, and Equity and Diversity Committee).

Functions:

- Contacts new faculty to invite them to participate in a yearlong faculty learning community with other new faculty hires (both full-time and part-time).
- Organizes and coordinates professional development workshops for new faculty that encourage the use of effective pedagogical approaches focused on inclusion, equity, diversity, justice, and evidence-based practices. Workshops foster a climate for innovation in teaching and learning and aid in successful pedagogy development and progress.
- Cultivates community through social events and activities that promote community-building, networking, collaboration, and a safe space for dialogue, sharing ideas, questions, and concerns.
- Arranges opportunities for new faculty to learn about academic support services and campus resources to improve their student success.
- Coordinates faculty development mentoring program for new faculty members to receive advice, informal feedback, and build relationships with tenured faculty mentors outside their department.
- Provides new faculty with opportunities to explore service activities at the institutional, professional, and community level.
- Interacts with other academic senate committees, departments, programs, and services on campus to support and meet the needs of new faculty as they navigate through their first year at SMC.
- Assess and evaluates the first-year faculty experience and makes recommendations to the Academic Senate regarding ongoing training, resources and support for new faculty in their first year and beyond.
- Invites recent faculty learning community participants to join the new faculty committee and improve the yearlong program and successful transition for future new faculty hires.