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POD Network Conference Materials

Professional and Organizational Development
Network in Higher Education

1993

Workshop for New Developers

Larry K. Quinsland

Quinsland, Larry K., "Workshop for New Developers" (1993). *POD Network Conference Materials*. 107.
https://digitalcommons.unl.edu/podconference/107

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NOTES & NUANCES: PROGRAMMING FOR NEW FACULTY

CHARACTERISTICS OF NEW COLLEAGUES

> o SKILLS & KNOWLEDGE

> o MOTIVATION TO "GET DEVELOPED"

PROGRAMMING CONSIDERATIONS

> o GOALS & PHILOSOPHY

> o INDIVIDUALIZATION VS. MASS DEVELOPMENT

> o BONDING

> o LOGISTICS

> o BRIDGING

Programming for Teaching Faculty and Staff

PROGRAMS & EVENTS	MONTH
Microteaching	July-August
New Employee Orientation (NEO)	July-August Sept.-Nov.
Dean's Luncheon Welcome & Kick-off to Seminar Series	September
New Faculty (& Significant Other) Picnic Social	September

Individual Plan (IP) Development
  o Meetings with New Faculty & Staff
  o Meetings with Chairs/Managers
	Sept.-Oct.

Seminars on Teaching Learning & Deafness (NFS)	Sept.-May

Faculty Consultations Program (FCP)
  o Lunch Meetings with Participants
  o Faculty Consultant Team Meetings
	Sept.-June

Department Mentor Development	Sept.-May
Faculty Development Advisory Group Meetings	Sept.-May
Open Reception for New Faculty & Staff (Institute wide)	December
End of First Year ("We made it!") BBQ	May
Final Professional Development Plan (PPDP) Interviews with New Faculty and Staff and Program Evaluation	May-June

CHARACTERISTICS OF NEW FACULTY & STAFF

CATEGORY	F/S1	F/S2	F/S3	F/S4	ETC.
Discipline Knowledge & Skills	X	X			?
Teaching/Learning Knowledge & Skills	X			X	?
Communication Knowledge & Skills	X	X	X		?
Knowledge Related to Cultural Diversity			X		?

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NOTES & NUANCES: REFLECTIONS ON GETTING OLD

CHANGE
- o PATIENCE IS NOT A VIRTUE
- o CHANGE IS UNNATURAL
- o MOTIVATION AND HUMANNESS

FOOD WORKS

PHILOSOPHY
- o ARTICULATION TALKS... WALKS
- o EXAMPLES

FACULTY DEVELOPMENT AS A SUBVERSIVE ACTIVITY
- o "MARKETING" IN THE 90s
- o EMPOWERMENT AND POWER

DEVELOPING A "TUDE"

STORIES FROM THE FIELD
- o "ASK THE CLIENT..."
- o CONTENT VS. PROCESS

SCHEDULING RUNS THE UNIVERSE