

**NFO Kick-Off:  
Center for  
Faculty Excellence**



**WELCOME,  
NEW  
FACULTY!**

## Day 2 Agenda

- 10 am Center for Faculty Excellence Overview
- 10:20 am Undergraduate Student Panel
- 10:50 am Navigating Conflict In and Out of the Classroom: Resources & Guidance for Students & Employees
- 12 pm Lunch
- 1 pm Research at LUC
- 1:45 pm Institutional DEI at LUC
- 2:45 pm Break
- 2:55 pm Faculty Panel
- 3:40 pm Concluding Remarks

# Faculty Development



**LOYOLA**  
UNIVERSITY CHICAGO

*Preparing people to lead extraordinary lives*

# New Faculty Orientation: A Year-Long Agenda



## Center for Faculty Excellence

- Year-long format with monthly sessions
  - Meeting your cohort in person at NFO Kick-Off
  - Zoom sessions throughout the year
  - University-wide in-person events
    - For example:
      - Sunday, September 17, at 3 p.m. in Jo Ann Rooney Hall
      - Mundelein Center, Lake Shore Campus

### WHY?

- Allows new faculty time to process information and ask informed questions based on their experiences to date
- Encourages new faculty to bond as a cohort, interact with their peers, and establish a network of colleagues outside of their department

# NFO Year-Long Agenda

[Website](#)

[Year-Long Agenda](#)

- Including Jan 2024 session  
on Mission & Identity with  
Claire Noonan, D.Min.



# Integrating Sustainability Resources for Faculty Virtual Lunch and Learn

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Join Loyola's Office of Sustainability as they share resources and examples on faculty-led sustainability initiatives. Find new ways to engage students, develop research, and advance Loyola's mission of social justice and just sustainability. Faculty from all Loyola Schools and Departments are welcome.

Workshop will take place over zoom and we welcome you to eat as you learn.

Register by emailing [sustainability@luc.edu](mailto:sustainability@luc.edu) to receive the Zoom details.

September 27, noon – 1 pm

# Inside Loyola Newsletter

- Keep your eye out for the
  - bi-weekly Inside Loyola Newsletter
  - periodic email ads from CFE
- Includes information and reminders about year-long New Faculty Orientation events
- Features LUC-INSPIRED (Inclusive Practices in the Retention and Equity of Diverse Faculty) ADVANCE Adaptation initiatives
- Highlights programming from the [National Center for Faculty Development and Diversity \(NCFDD\)](#).

# LUC- INSPIRED

- LUC-INSPIRED (Inclusive Practices in the Retention and Equity of Diverse Faculty) ADVANCE Adaptation initiatives
- Funded by Loyola's [NSF ADVANCE Grant](#)
- Aims to institutionalize inclusive practices in the retention and equity of diverse faculty at LUC.
- Activities focus on mentoring, professional advancement/success, mitigating service workload inequities, and creating opportunities for interdisciplinary connections for women, URM, and women of color faculty, particularly those in STEM fields
- <https://www.luc.edu/inspired/>



# Magis Faculty Fellowship



*Preparing people to lead extraordinary lives*

The **Magis Faculty Fellowship** (\*part of NSF ADVANCE grant) provides professional development opportunities for senior faculty who are interested in exploring campus administration and leadership.

Faculty fellows participate in professional development activities to better understand the many roles of university leaders, to understand the unique meaning of leadership in a Jesuit context, and assess their interest in pursuing opportunities in academic administration.

## Microgrant Program

- \*part of NSF ADVANCE grant)
- Apply for funding to organize a **mini-workshop** with other women/WoC faculty in STEM fields from the Chicago area, as well as to support travel required to plan collaborative research with scholars outside of the Chicago area.

# Faculty Pathways Series

- **Preparing for Tenure and Promotion workshop**
  - Review University processes and procedures
  - How to compose an impactful candidate statement
  - Use meaningful language for external and/or internal reviewers
- **Mid-Tenure Probationary Statement Workshop**
- **Service: How to Say Yes & When to Say No**
- **Faculty Advocates (\*part of NSF ADVANCE grant)**
  - Consult with candidates about the process of developing their professional relationships, selecting external reviewers, and review promotion statement to offer feedback/advice

# Book Proposal Consultations



- **Thinking of submitting a book proposal?**
- We have an opportunity for you! **Katie Van Heest, PhD** (an experienced academic editor, from [Tweed Academic Editing](#)) will be supporting **8 faculty members** with their book proposal writing endeavors.
- Selected faculty will each attend a **30-minute session via Zoom** with Dr. Van Heest. There will be **4 sessions on Thursday, Nov. 2**, and there will be **4 sessions on Friday, Nov. 3**. The consultation sessions address faculty priorities and can function as book manuscript planning sessions or strategy brainstorms.

# Structured Writing Groups



- Senior faculty will serve as facilitators, who will meet with a group of faculty for an hour a week over 9 weeks via Zoom.
- Facilitators will start the hour with a mini-lesson/overview for the first 15 minutes on a topic related to writing a specific type of writing project.
  - Fall 2022:
    - STEM articles
    - Social Science articles
    - NSF Proposals
  - Spring 2023: Book proposals
  - \*part of NSF ADVANCE grant
  - Each week will build on one another.
- For most of the hour (45 minutes), faculty will write together, with facilitators staying on Zoom with the faculty participants to help with accountability and/or to answer questions.

# Campus-Wide Engagement with NCFDD Core Curriculum

The NCFDD's Core Curriculum is designed to teach faculty the 10 key skills necessary to Thrive in the Academy.

## 1. Strategic Planning

Learn how to plan your academic year, your term, and your weekly schedule in a way that is aligned with your tenure and promotion criteria

## 2. Explosive Productivity

Learn the skills and strategies that will help you to publish more research, win more grants, and manage your internal resistance to writing



## 4. Work-Life Balance

Learn how to reduce your stress, prioritize your self-care, and find balance in your personal and professional life

## 3. Healthy Relationships

Learn how to manage your professional relationships and build a thriving network of mentors, sponsors, and collaborators

Skill #1: Every Semester Needs a Plan

Skill #2: Align Your Time with Your Priorities

Skill #3: How to Develop a Daily Writing Practice

Skill #4: Mastering Academic Time Management

Skill #5: Moving from Resistance to Writing

Skill #6: The Art of Saying "No"

Skill #7: Cultivating Your Network of Mentors & Sponsors

Skill #8: Overcoming Academic Perfectionism

Skill #9: Engaging in Healthy Conflict

Skill #10: Strategies for Dealing with Stress & Rejection



# National Center for Faculty Development and Diversity

The National Center for Faculty Development (NCFDD) is an organization dedicated to “supporting faculty, postdocs, and graduate students in making successful transitions at every stage of their academic career.”

Loyola University Chicago holds an institutional membership which means that ALL faculty, graduate students, and postdocs have full access to all NCFDD resources. To activate your membership, simply do the following:

1. Go to [www.facultydiversity.org](http://www.facultydiversity.org)
2. Click on “Become a Member” at the top
3. On the Institutional Member page, click on the pull-down menu
4. Select Loyola University Chicago, click Continue
5. Click on Activate My Membership
6. Complete the 3-step registration process (\*must use your @luc.edu email address)
7. Use your account!

# Peer Mentoring Circles

- Loyola's Peer Mentoring Circles (PMC) program is creating a new cohort of full-time early career faculty\* who wish to participate as mentees during the 2023-24 academic year.
- **What are Peer Mentoring Circles?** PMCs create communities of shared knowledges and experiences,
  - meet the diverse needs of faculty mentees, and
  - normalize cultivating a support system of multiple mentors and sponsors.
- **PMCs discuss important topics like:**
  - Promotion and tenure,
  - teaching, and
  - navigating and balancing the competing demands of faculty life.



# Peer Mentoring Circles

- Peer mentoring or "networked mentoring" creates a community of shared knowledges and experiences, meets the diverse needs of faculty mentees, and normalizes cultivating a support system of multiple mentors and sponsors.
- Senior faculty mentors must attend a mandatory orientation, which will cover how to cultivate trust, facilitate generative, solution-oriented dialogue, and how to address specific needs/challenges of URM faculty.
- \*part of NSF ADVANCE grant



*"It was wonderful to connect with [my mentor] and other colleagues! I learned a lot."*

*– from a 2021-2022 Mentee*

**Peer Mentoring  
Circles**

# Peer Mentoring Circles

## How are PMCs structured?

- Two types of Peer Mentoring Circles are available: affinity-based circles and non-specific circles. Affinity-based circles help address the specific and unique challenges faced by underrepresented faculty.
- Peer Mentoring Circles will be facilitated by senior LUC faculty and comprise 4-6 early career faculty.
- Mentees will attend a **mandatory orientation on Thurs., Sept. 7 at 10 am via Zoom**. The orientation covers topics such as maximizing your mentoring relationships and identifying areas of growth and opportunity.

# Peer Mentoring Circles

- **Registering for PMCs:**
- While registering, please provide your background information and preferences to help us make plans with mentors, etc.
- We will follow up with details about scheduling meetings with mentors.
- You can register for the PMC program if you meet the **\*eligibility criteria** below:
  - you are NEW to the PMC program and did not participate in a past cohort,
  - are full-time NTT/TT faculty or a post-doc, and
  - in your first 4 years at LUC

Please register by Friday, August 18.

A [link](#) has been emailed to you.

## **Undergraduate Student Panel**

**Keaira Williams  
Jake Bartilad  
Ash Francis  
Bridget Moehlman  
Ashley Parks**

**Culture &  
Community  
at Loyola**

**Teaching &  
Courses**

**Mentorship,  
including  
Research**

**General**

# Faculty Panel

David Sanders, PhD

Linda Tuncay Zayer, PhD

Walter Tangarife, PhD

Eilene Edejer, PhD

Students and  
Teaching

Tenure

Culture and  
Community at Loyola

Writing

Research and  
Funding

Service

Balancing  
Commitments

Challenges

Miscellaneous

# **Wrap-Up**

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- Nicole Yaklich, Margaret DiMarco, Gina Lopez**
- Aramark Catering**
- Skyline Headshots**

**Feedback form has been emailed to you**

**Headshots from 4-6 pm**

**Welcome to Loyola!**

# 2023 New Faculty Orientation Evaluation

Thank you for joining us!

**Please give us feedback,** so that we may continue to evolve our program to best serve new faculty members in the coming years.

To access the evaluation form, please click on the link emailed to you.



***Thank you!***

***Welcome to Loyola!***