

# NCFDD Resource Guide

## Updated July 2020

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National Center for Faculty Diversity and Development (NCFDD) - Founded in 2010, the National Center for Faculty Development & Diversity is an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students. NCFDD is100% dedicated to supporting academics in making successful transitions throughout their careers.

To date, NCFDD has:

* Partnered with **230+ colleges and universities** as institutional members
* Mentored **6,000+ faculty members in Faculty Success and Post-Tenure Pathfinders Programs** where empirically-grounded methods improve productivity with the support of intense accountability, coaching, and peer support,
* Facilitated more than **350 workshops both on-campus and virtually**
* Hosted **50,000+ academic writers** in 14-Day Challenges
* Supported over **175,000 academics** online through Core Curriculum and monthly guest-expert webinars and multi-week courses

### What’s Included?

* Live and recorded webinars
* Community writing groups and writing challenges
* Interactive forums
* Library of career development and writing resources
* Weekly *Monday Motivator*
* Resources for staying on track and productive during Covid-19
* Optional email subscription

### Semester-Long Curricula and Programs:

#### Faculty Success Program (FSP)

* Faculty Success Program helps faculty members:
	+ Set achievable personal and professional goals that align with institution’s priorities and your own values.
	+ Create a realistic and concrete plan to meet goals.
	+ Establish and maintain a healthy and sustainable daily writing habit.
	+ Develop a publication portfolio that will help meet institution's criteria for promotion.
	+ Better manage time spent on teaching, service, research, and writing so that it aligns with goals.
	+ Identify obstacles and learn strategies to move through them.
	+ Prioritize physical and emotional health.

#### How Does FSP Work?

Each FSP participant is assigned to a small group (3-4 people) that is led by an NCFDD-

Certified Productivity Coach. Every week at a recurring time, participants meet for their small-group coaching call with their coach. During this call, participants will share their goals for the week as well as review the previous week’s goals.

Participants will complete the self-directed weekly modules as well as coach-guided homework every week, estimated to take roughly 1.5 to 2 hours. Every week-day during the program, participants will log on to the FSP platform, WriteNow, to check in and track their daily progress on writing, research, and personal goals.

﻿By the end of the program, participants will have developed the skills and habits they need to move forward with increased research and writing productivity and a better work-life balance.

 *\*See Appendices A -C*

#### Post-Tenure Pathfinders

**“Winning tenure and promotion is a major transition for faculty members**. As thrilling as it is to reach a goal you’ve worked hard to achieve, once the dust settles, many faculty members feel confused, unsure how to adjust, and/or overwhelmed by newly escalated expectations for service.

While the tenure transition is critical, most campuses don’t provide a structure or space for faculty to reflect on the next chapter of their career and make intentional and informed decisions about the most important question - what’s next? Without space for reflection, transition, and future-planning, many faculty don’t make a conscious transition and end up over-worked, exhausted, and burned out in a short period of time.”

NCFDD has designed the **Post-Tenure Pathfinders** program to provide a space and community for tenured faculty to pause, **engage in a discovery process** about next chapters, and **build the support network** necessary to move powerfully new directions. Small group sizes and **1-on-1
Coaching** promotes accountability.

Goals of 12-week program include:

* Reconnecting with professional passions
* Exploring potential post-tenure possibilities
* Making the identity transition from "junior" to "senior" faculty
* Deciding how to effectively use new power on campus
* Releasing mindsets that were only effective pre-tenure
* Picking a post-tenure pathway
* Constructing a new mentoring network

# Resources and Appendices

Appendix A

Appendix B

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Appendix C

**TEMPLATE FOR FACULTY REQUESTING INSTITUTIONAL SUPPORT FOR PARTICIPATION IN THE FACULTY SUCCESS PROGRAM**

Successful requests for institutional support/sponsorship for the *Faculty Success Program* tend to have three things in common: 1) the writer demonstrates that they have already participated in an NCFDD program and found it useful because it offers something *different* than what's currently available on their campus, 2) there is a clear explanation of how the program fits with existing institutional priorities and mission, and 3) there's an explicit willingness to share what the participant has learned afterward. Here's a funding request template to give you a sense of what that might look like:

[insert opening pleasantry]

I recently participated in a workshop offered by the [National Center for Faculty Development and Diversity](http://www.facultydiversity.org). I found the workshop to be extraordinarily helpful as a professional development training opportunity because it [insert a concrete benefit that is not currently offered at your institution]. I think I would benefit greatly from participating in the NCFDD [Faculty Success Program](https://www.facultydiversity.org/fsp-bootcamp). It is a 12-week intensive mentoring program designed to increase writing productivity and retention, as well as build community among under- represented faculty. I would like to utilize this program to [insert goal that is consistent with -- and in the language of -- your institution's priorities/mission/goals]. I think participating in this intensive mentoring program would increase my [insert valued outcome] and propel my career forward more effectively than figuring these things out on my own. You can review additional information about the program by visiting the Center's website: Faculty Success Program.

Tuition for the program is [insert tuition]. I am wondering if [the department/your office/etc...] would be willing to support my participation in the program as part of our commitment to [insert appropriate value that is explicitly stated in the institution's mission]. I am hoping that after participating in the program, I will be able to create a similar community of support on our campus.

Thanks for your consideration and I look forward to hearing from you.