New Faculty Orientation
Continuous Improvement for Faculty Success

SACSCOC 2018 Annual Meeting Concurrent Session
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Who we are
Why NFO?

Where we’ve been with NFO

Recommended  Required  Expected
FT-focused  PT-focused  All-faculty focused
Policies  Processes  Forms  Culture  Values
Instruction  Student Services  Student Support
Campus tours  Virtual tours  Meet&Greet
Talking heads  Visuals  Hands-on
One (long) day  Two days  Multiple days
Paper handbook  Online handbook
Drinking from a fire hydrant  Distributed practice
Support from one  Coaching from many
What our faculty said about NFO then

Great information, but too much at once. I’ll never remember it all.

Appreciated meeting everyone and learning what makes SCC unique, but didn’t need the parts that are in the handbook.

I know I’ll need to know all of this sometime, but today I just want to focus on what I need to know to get started.

Reflection

Take a moment to reflect on the current process at your institution.

Use the handout as a guide.
Rethinking Research Basis and Instructional Design

- Language of Work Model
- Agile Design
- Extended Orientation
- Just in Time Teaching

Where we are now

- Focus on key people and policies during initial session
- Model active learning and assessment methods
- Provide extended orientation through first semester
- Update faculty handbook regularly and make available online at all times
- Provide ongoing support & training on campus and online through Center for Teaching Excellence
NFO Offerings

**Initial Session**
- 4 hours
- Expected
- Introductions to key college personnel
- Presentations by each dean
- Focus on college values and critical procedures

**Follow Up Sessions**
- 2 hours
- Optional
- Workshop with 1 presenter
- Modeling active learning strategies
- Focus on teaching and learning

**Online Option**
- Available 24-7
- Expected
- Reference handbook
- Instructional modules
- Demonstrations of key processes

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**Initial Session Topics**

1. SCC Overview
2. Starting the Semester Right
3. Engaging Your Learners
4. Classroom Management, FERPA, and Campus Safety
SCC Overview

Starting the Semester Right
Presenters & Coaches

Presenters
- College President
- Chief Academic Officer
- Academic Deans, Dean of Students, Dean of Teaching & Learning Support
- Library Director, Registrar, Disability Services Coordinator, IT Staff

Coaches
- Faculty mentors
- Deans and department chairs
- Center for Teaching Excellence Staff

Follow up Sessions

1. Assessing Student Learning
2. Maintaining Momentum Midterm
3. Engaging Teaching with Technology
4. Wrapping Up & Looking Ahead
What our faculty say about NFO now

Continuous Improvement....

- Adjusting content and format based on faculty feedback
- Balancing information & application and breadth & depth
- Expanding online instruction for technical and procedural elements
- Sustaining the new faculty cohort network past the first semester
Your Turn...

1. Break into groups of 3-4 at your table.
2. Using your handout as a guide, brainstorm possible improvements that you could implement with your New Faculty Orientation program.
3. We will conclude with sharing ideas.

Thanks for participating!

Any questions?

You can find us at www.southwesterncc.edu
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Special thanks to all the people who made and released these excellent resources for free:

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