

# Making Connections Across Faculty

Faculty Learning Communities and  
Mutual Mentoring



# Some Goals of Faculty Networking

- Create a supportive campus community
- Celebrate faculty expertise and share that expertise with others
- Increase faculty collaboration across disciplines / break down silos
- Enhance scholarly teaching practices across campus
- Support development of improved teaching and learning through shared goals
- Reduce faculty time spent independently learning and implementing new material
- Create a sense of belonging on campus

# What are Faculty Learning Communities?



Image credit: odlearn.com

# Faculty Learning Communities

- Topic based FLC – focused on a single topic
- Typically include cohorts of 6 – 10 faculty members on a campus
- FLCs are structured
  - Have a chair
  - Hold regular meetings across the course of a year
  - Develop objectives for the FLC
  - Implement learning in classes
  - Create a deliverable or deliverables

# Long-Term Goals OF FLCs

- To build University-wide community through teaching and learning: Create a learning organization
- To increase faculty interest in undergraduate teaching and learning
- To investigate and incorporate ways that difference can enhance teaching and learning
- To nourish scholarly teaching and the scholarship of teaching and its application to student learning
- To broaden the evaluation of teaching and the assessment of learning
- To increase faculty collaboration across disciplines
- To increase financial support for teaching and learning initiatives
- To create an awareness of the complexity of teaching and learning

From Miami University

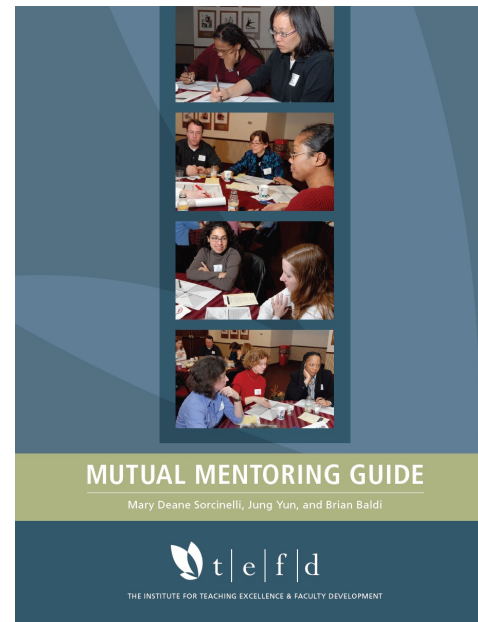
## **Faculty Learning Community Grants**

- Minimum proposing team of three people with an identified chair and a topic
- Up to \$1000 (depending on FY 24 budget)
- One academic year in duration
- Willingness to allow additional faculty members to join

# Sample FLC Topics

- Effective Flipped Classrooms Using D2L
- Reconsidering Course Evaluations: Peer Review
- Let's Play: Improved Instruction through Re-Experiencing Learning Using Tabletop Games
- Shifting Instructor and Student Focus From Grades to Learning
- Inclusive Teaching and Learning
- Bringing Real-Life into the Classroom: Project and Case Study Based Learning
- Contract Grading, Specification Grading and Un-grading
- Engaging Students in the Classroom and Online

# MUTUAL MENTORING



All materials adapted from the Mutual Mentoring Guide by Sorcinelli, Yun, and Baldi



## Traditional Model of Mentoring



Early-Career and Underrepresented Faculty

## Mutual Mentoring Model



# Characteristics of Mutual Mentoring

- Mentoring partnerships with a wide variety of individuals
  - Peers, near-peers, tenured faculty, chairs, administrative staff, students, off-campus personnel
- Flexible approaches that accommodate the partners preferences for contact
  - One-on-one, group, zoom, email, chat, etc.
- Partnerships that focus on areas of expertise, not “one-size-fits-all”
- Benefits to all partners, not just the traditional mentee
- A sense of empowerment for early career and underrepresented faculty as ***agents of their own career development***



## **Priority Areas**

- Excelling at Teaching and Research
- Developing Professional Networks
- Creating Work / Life Balance
- Developing a Sense of Belonging on Campus
- Creating a Pathway for Individualized Success

# Mutual Mentoring

## Grants for FY24

- Individual Microgrants
  - Microgrants for pre-tenured, underrepresented, and teaching faculty
  - Up to \$1000
- Team Grants
  - Networks of two or more at any career stage
  - up to \$1500

# FLC and Mutual Mentoring Grant Applications

Applications due: 11:59 pm May 21

Decisions made by: 5:00 pm May 31

Projects begin August 2023

Applications will be available on the OFDA website starting next Wednesday March 29

Faculty Learning Communities

<https://www.sdsmt.edu/Academics/Faculty/Development/FLC/>

Mutual Mentoring

<https://www.sdsmt.edu/Academics/Faculty/Development/MutualMentoring/>

Grantee kick-off meetings will be held in August