

Professional Development Workshop Descriptions: *Connect Grant*

1. **Publish & Flourish: Become a Prolific Scholar**, presented by Dr. Tara Gray, associate professor of criminal justice and the founding director of the Teaching Academy at New Mexico State University. Dr. Gray has presented workshops to more than 8,000 scholars in 100 institutions, 35 states, and Guatemala, Mexico, Canada, Thailand, Saudi Arabia and the United Arab Emirates. She is the author of *Publish and Flourish: Become a Prolific Scholar* and two other books.

Workshop Description:

Scholarship is critical to professional advancement, tenure, and promotion at RIT. Write prose that participants report is “clearer, simpler, better organized, and more compelling.” Learn to work smarter, not harder. This workshop will teach you how to become a better, more prolific scholar as you work on your own paper.

Participants received a free copy of her book, *Publish & Flourish*, and free membership in Textbook and Academic Authors (TAA)

This workshop was co-sponsored by Textbook and Academic Authors Association (TAA), the Office of Diversity & Inclusion, and the Wallace Center at RIT.

2. **PROMOTION & TENURE SMARTS: A Series of Productivity Workshops for Faculty & PhD Students** presented by Dr. Tara Gray.
 - Time Management for faculty.
 - Excel at Teaching for faculty.
 - Publish & Flourish for faculty

Workshop Description:

We are holding Tara Gray over for another day and want to give ADVANCE women faculty the first opportunity to sign up for her Friday session if they could not make Thursday's session. In addition, she will offer two other workshops as indicated above.

All attendees will receive a free copy of Tara Gray's book, *Publish & Flourish*, and free membership in Text and Academic Authors Association.

These workshops were co-sponsored by the Office of Diversity & Inclusion and the Wallace Center at RIT.



- 3. The importance and “how-to” of efficient (and effective) course prep for women faculty of color** is presented by Dr. Chavella Pittman. Dr. Pittman is an Assistant Professor of Sociology at Dominican University. Her research interests include interpersonal race and ethnic relations, gender, and higher education. Her publications include "Race and Gender Oppression in the Classroom: The Experiences of Women Faculty of Color with White Male Students" and "Exploring How African American Faculty Cope with Classroom Racial Stressors."

Workshop Description:

In the morning session of this workshop you will learn the basics of planning and executing a stress-free course. While counterintuitive, teaching effectively with less time and less stress results in improved student learning, evaluations, classroom behavior, and reduces faculty stress.

This session will present research on why teaching efficiently is particularly important for women faculty of color given the context of their classroom and campus experiences. Through quick exercises, you will practice the skills of teaching effectively with less time and stress. At the end of this session, participants will have drafts of weekly course topics, a lesson plan for the first week, and course assignments designed to increase teaching effectiveness while also reducing preparation and grading time. Participants can revise a current course or plan a new one and should bring related course prep materials and a laptop (if possible) to the session.

This workshop was co-sponsored by the Office of Diversity & Inclusion.

- 4. Why (and how) measures of teaching effectiveness should move beyond student teaching evaluations,** presented by Dr. Chavella Pittman.

Workshop Description:

Women of color faculty's pedagogy (and mere existence in higher education) often results in multiple teaching strategies, offset of hegemony, challenges to “objectivity”, and counter-narratives. The evidence of their teaching effectiveness should do the same.

This afternoon session will present research on the strengths and limitations of student teaching evaluations. Participant will learn and practice several strategies women faculty of color should enact to document student learning to build their case for teaching effectiveness.

Participants should bring course syllabi, teaching evaluations and a laptop (if possible) to this session. By the end of this session, each participant will have developed a plan for documenting their teaching effectiveness.

This workshop was co-sponsored by the Office of Diversity & Inclusion.



5. ***Overcoming Barriers to Living a Balanced Life***, presented by Dr. Tracey Laszloffy.

Dr. Laszloffy, PhD, LMFT is the co-author of *The Black Academic's Guide to Winning Tenure Without Losing Your Soul*. She is a faculty coach specializing in supporting faculty of color who are on the tenure track. She has presented workshops and seminars both nationally and internationally on working with marginalized populations. She has published extensively in academic journals and has co-authored two other books.

Workshop Description:

A common illusion about life as an academic is that the absence of a 9-5 structure facilitates a high level of freedom. Yet in reality, most faculty, especially those on the tenure track, devote far more than the standard 35-40 hours a week to their work. The challenge of trying to find a healthy balance between work and family/life is especially complicated for women in general, and for women of color in particular. The pressures that all faculty contend with, especially those on the tenure track (e.g., to be an excellent and efficient teacher, to be a highly productive, prolific, well-published scholar, to provide high levels of meaningful service, to secure external funding) are exacerbated for female faculty of color who also must contend with a unique set of challenges related to the dynamics of racism and sexism. Common challenges include feeling devalued and dismissed, facing pressure to constantly “prove” oneself,” having ones opinions and ideas marginalized, encountering exclusion from inner circles and informal networks, and consistently facing subtle biases and discrimination while struggling to find effective ways to challenge colleagues and power-brokers. In response to these conditions, many female faculty of color push themselves relentlessly in their work thereby creating an unhealthy balance between their work and family/life.

This workshop will examine the unique challenges that female faculty of color face, especially those on the tenure track including how to counteract devaluation, assess when and how to address bias, negotiate conflicts effectively and create essential support networks. Ultimately, participants will learn ways of re-energizing a depleted spirit and achieving greater balance between work and family/life.

This workshop was co-sponsored by the Office of Diversity & Inclusion.

