

The 2016-2017 academic year Connectivity Series included:

Connections Welcome Breakfast - September 23

This event took place in the Bamboo Room (Room 2650) in the SAU from 8:30 AM to 10:00 AM. Participants enjoyed a delicious breakfast while connecting with faculty from all over campus regarding academic, research, teaching, social, and work-life balance issues.

Participants met the AdvanceRIT team and members of the Council for the Representation & Engagement of Women Faculty (CREW), they were able to meet and catch up with other women faculty, and find out what AdvanceRIT and CREW had planned for the 2016-2017 academic year.

Bystander Awareness with Maureen Scully - November 1st, 2nd, and 3rd

This event took place in Slaughter Hall, Room 2130 on November 2nd and in the Center for Student Development (CSD), Room 1300/1310 on November 3rd. November 2nd was a session on ally professional development and began at 9:00 AM and ended at 12:00 PM. A bystander awareness workshop took place on November 3rd from 9:30 AM to 11:30 AM.

“By using playback to encounter our reluctance to be active bystanders, reflect on a variety of bystander moves, and practice ways to make a difference, we can create a culture of active bystanders and support diversity and inclusion. Playback is a form of improvisational presentation that reflects back the feelings, thoughts and stories of the people in a community. Started in 1975, now hundreds of Playback companies present in over 50 countries across the globe. Playback creates a deep ritual space where any story, however ordinary, extraordinary, hidden, or difficult can be told and affirmed. The NEA-funded True Story Theater troupe has been doing workshops on active bystanders as diversity allies since 2004.”

P&T Smarts: Strategies and Choices for Publishing an Academic Book - December 2

On December 2, P&T Smarts hosted an event about publishing an academic book from 3:30 PM to 5:00 PM in the McKenzie Commons in the College of Liberal Arts.

“You have an idea for a book. Perhaps you’ve begun researching and writing on your topic. But you don’t know much about the book publishing process. This edition of P & T Smarts is intended to answer questions about what publishers need to know in order to become interested in your book-length manuscript and what choices you have as an author when it comes to making publishing decisions.”

Faculty Success Networks: Best Practices for Establishing Mentoring Relationships and Career Related Peer Support Groups - February 1

On February 1, The Wallace Center and AdvanceRIT hosted an event in the Student Alumni Union (Room 1829) from 9:00 to 10:30 am.

Faculty Success Networks can come in the form of one on one mentoring, mentoring clusters or faculty-career related peer support groups. These networks can play a critical role in faculty success: identifying resources, balancing work loads, understanding university policies, establishing collaborations, etc.

This session will include the following:

- Guidelines for Establishing an Effective Mentoring Relationship
- Resources available through the Wallace Center for Mentoring
- Facilitated time for participants to develop their own plans for setting up their own Faculty Success Network- a framework and guidance was provided

The intended audience was: Faculty, Faculty Mentors: Mentees & Peer Support Groups were encouraged to attend together.

P&T Smarts: Basic Elements of a Proposal and Resources available at RIT Workshop - February 3

P&T Smarts hosted a workshop from 3:30 pm- 5:00 pm. Participants learned how to write competitive proposals for seed funding for their research plans. They also learned about *Connect* Grant opportunities and best practices. Registered participants received best practice proposal examples.

P&T Smarts: Strategies for Teaching Effectiveness - February 10

P&T Smarts hosted an event about teaching effectively from 3:30 PM to 5:00 PM in the Campus Center 003-2050.

Participants learned about:

- The importance, planning, and execution of efficient and effective course preparation materials.
- The strengths and limitations of student teaching evaluations and how they may affect teaching effectiveness.
- How to address the special issues or concerns AALANA faculty may experience in the classroom and best practices on how to navigate these challenges.

The intended audience was AALANA faculty P&T Smarts is continuing to actively support non-tenure-track, tenure-track, and tenured ALLANA faculty to develop successful careers at RIT and to retain them by offering a series of workshops crafted to provide information, skills, and strategies they may need for career navigation.

Mary Deane Sorcinelli, Mentoring Workshops -March 2

Mutual Mentoring at Mid-Career: Making Every Connection Count

This workshop explored the challenges faced by mid-career faculty (for example those at associate professor or senior lecturer) and the role of mentoring in contributing to academic career advancement and success. Recent literature and practice now offer new, more flexible approaches to mentoring in which faculty build a network of “multiple mentors” who can address a variety of career competencies. In this interactive session, participants identified their professional goals, strengths, and skills that they want to develop; explored mentoring as a medium for helping them meet those goals; “mapped” their

own mentoring networks—what they are and could be, drawing on a range of examples; and discussed best practices for seeking, developing, and cultivating a network of mentors.

Network-Based Mentoring Programs to Support Faculty Connections: A Fresh Approach for Academic Leaders

Faculty mentoring can offer a vital contribution to a successful academic career, particularly for women and faculty of color. The most common form of mentoring has been a “traditional model,” which is defined by a one-on-one relationship between an experienced faculty member who guides the career development of an early career faculty member. Formal mentoring programs have been largely designed to fit this traditional definition. Recent research, however, has indicated the emergence of new, more flexible approaches to mentoring in which faculty build a network of multiple “mentoring partners” who can address a variety of career competencies.

In this interactive session, participants identified common roadblocks to success for faculty across the career trajectory; recognized both traditional and emerging models of mentoring; explored how to design and implement a networked mentoring program; and discussed outcomes, best practices, and resources on network-based mentoring for use to by faculty and administrators.

Michigan Players - May 16

The Michigan Players were back at RIT with two performances of "The Chair's Role in Faculty Mentoring" on May 16, 2017. These two performances took place in the Campus Center 003-2610, with the first being from 9-11 AM and the second from 1-3 PM.

Fashioned as three thematically related vignettes, this performance explored the department head's role in faculty mentoring. In these short scenes, the audience saw a department head discuss a third year review letter with a junior faculty member, welcome a new faculty hire, and check in with an associate professor regarding promotion readiness to the rank of Professor. Developed to showcase positive and potentially problematic mentoring behaviors, this interactive performance allowed department heads and other academic leaders to think through the ways that they might create a more positive climate for faculty mentoring, both structurally in their department's policies and interpersonally in the behaviors they adopt and use with their faculty colleagues