

New Faculty Orientation Design Template
Institute for New Faculty Developers
29 July-2 August 2019

Situational Factors: Describe your institution's situational factors, especially those focusing on new faculty and orientation efforts. How many students? How many faculty? Will your new faculty be at different career stages/have varied teaching experience? How much time will you have during the orientation? What follow-up activities might you plan? How can you leverage the NFO interaction into sustained collaborations with new colleagues? What is the budget? Do you have any other resource constraints?

Goals	Assessments	Activities	Who Can Help?

Reflection Activity:

1. What **one thing** have you learned in this session might you adapt/translate to your institution?

2. Dream up your most brave/craziest new faculty orientation hack. What is it? What would you need to make it a reality?

Selected References:

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- Scott, W., Lemus, D., Knotts, G., & Oh, J. (2016). Why learner-centered new faculty orientations matter: Organizational culture and faculty retention. *The Journal of Faculty Development*, 30(1), 15-22.
- Yun, J. H., Baldi, B., & Sorcinelli, M. D. (2016). Mutual mentoring for early-career and underrepresented faculty: Model, research, and practice. *Innovative Higher Education*, 41(5), 441-451.