

FACULTY ORIENTATION & ONBOARDING

Background

The Faculty Development Office partnered with Human Resources (HR) to create an experience for new ACC faculty like no other. This program was based on the results of the 2019 Orientation and Onboarding Faculty Task Force and aligns with our commitment to Pathways.

For Fall 2020 we transitioned to offering Orientation virtually and we utilized CARES funding to bring faculty in a week prior to the start of their contract. During this week we provided faculty with the tools, resources and confidence to be successful on day one of teaching. The first 3 days were led by Faculty Development in collaboration with many departments and 2 days of Quality Matters training offered by Distance Education.

Orientation covers the following topics:

<ul style="list-style-type: none"> ★ ACC Faculty Values ★ Assessment Strategies ★ Building Community Strategies ★ Course design process ★ COVID-19 Resources ★ Embracing Diversity & Inclusion 	<ul style="list-style-type: none"> ★ Engaging Technology for Blackboard ★ Equity-Minded Design ★ Evaluation and Portfolio Process ★ Fostering a Culture of Care ★ Guided Pathways ★ Library Resources ★ Master Syllabus 	<ul style="list-style-type: none"> ★ Open Educational Resources ★ Quality Matters ★ Student Accessibility Services ★ Student Rights & Responsibilities ★ Teaching and Learning Strategies
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Our comprehensive orientation and onboarding program delivers monthly sessions to new faculty:

Session 1: Connecting With Your College, Colleagues, and Students

In this session, new faculty will be invited to learn more about the College, their colleagues, and their students. With a series of interactive group activities and round table discussions, faculty members new to ACC will have the opportunity to find key points of contact in the College and develop solutions to early challenges.

Session 2: Evaluation and Portfolio Process

In this session, new faculty will receive information about ACC's evaluation and portfolio process, specific departmental and College-wide requirements. The focus will be on using the evaluation process as an opportunity to reflect on the current semester with an eye toward making the next one even better. This interactive session will get faculty members thinking about their syllabi, teaching philosophies, and future growth as educators.

Session 3: Student Success Resources

In this session, new faculty will be exposed to resources from ACC and beyond that support student success. Faculty will meet with 12-15 different student support departments to connect and learn about these valuable resources. We will also continue our efforts to ensure that new faculty have the support they need to be confident and successful.

Session 4: Teaching & Learning Strategies

In this session, new faculty will have the opportunity to connect with their colleagues and faculty mentors to learn from successes and overcome challenges faced as a new faculty member. Faculty will engage with one another reflecting on their semester in small group discussion and interactive group activity. This session will have faculty leaving with best practices and ways to make their next semester even more successful.

Accomplishments for 2020-21

- Total attendance for all Onboarding sessions- 330. Unduplicated attendance count was 135.
- 55 Certificates awarded for participants who completed all sessions. This is a 129% increase from last year.

- Each session was offered twice - Friday afternoons and Tuesday or Wednesday evenings to give faculty options during both fall and spring semesters.
- 19% of the 2019-20 participants were nominated for one of our 2020 Faculty Awards. This is compared to 5% of the general faculty population that was nominated.
- Key Metrics
 - As a result of this course do you feel that you are able to be more effective in your role? Yes: 98%
 - Would you recommend this course to your colleagues? 99%
 - Did you feel the presenters created an environment that was respectful and mindful of participant differences? 99%

Plans for 2021-22

- *The Faculty Talent Onboarding program* has received positive feedback, and plans to continue next year with the support of the second round of CARES funding to bring faculty in a week prior to their traditional start date.
- Orientation will be hosted virtually for Fall 2021, and prior to the start we are hosting swag bag pick up at HBC to welcome our new faculty face to face. They will have an exciting ACC welcome and receive ACC gifts and their Orientation packet and handbook.
- Our goal this year is to secure funding moving forward to sustain this impactful program so it can continue to be offered beyond the use of our current available funding. We plan to present this [Proposal](#) to the Administration which outlines the financial commitment needed to support this program and data to show the impact.