

New Faculty Orientation 2016

Monday and Tuesday, August 22 & 23, 2016

Goals and Objectives

- To acquaint new faculty with the Bates community and the landscape of support (personnel and offices) that will enable the best possible experience for them in the year(s) ahead
- To provide information about syllabus design, development of goals and objectives, and other activities related to course design
- To introduce faculty to diversity initiatives on campus
- To create a community of shared purpose.

Monday, August 22, 2016

8:00 a.m.-8:30 a.m.

[Benjamin Mays Center](#)

Breakfast Meet and Greet

8:30 a.m.-9:20 a.m.

[Benjamin Mays Center](#)

Welcome and Introductions

- [Kathy Low](#), Associate Dean of the Faculty and Professor of Psychology,
- [Margaret Imber](#), Associate Dean of the Faculty and Associate Professor of Classical and Medieval Studies,
- Members of the Dean of the Faculty's Office

In this opening session, we will meet some of the core support staff in the Dean of Faculty's Office who are essential to your professional life at the college.

- [Matt Auer](#), Dean of the Faculty and Professor of Environmental Studies (120 Lane Hall)
- [Kathy Low](#), Associate Dean of the Faculty and Professor of Psychology (120 Lane Hall)
- [Margaret Imber](#), Associate Dean of the Faculty and Associate Professor of Classical and Medieval Studies (121 Lane Hall)
- [Kerry O'Brien](#), Assistant Dean of the Faculty (121 Lane Hall)
- [Jason Scheideman](#), Assistant Dean of the Faculty for Budget and Administration (214 Hedge Hall)
- Matt Duvall, Senior Director of Strategy and Analysis (109 Coram Library)

- [Meg Gresh](#), Administrative Assistant (120 Lane Hall)
- [Ali Keegan](#), Administrative Assistant (121 Lane Hall)
- [Nancy Lepage](#), Project Specialist (7 Lane Hall)
- [Lori Ouellette](#), Administrative Assistant (121 Lane Hall)

9:30 a.m. -10:30 a.m.

Benjamin Mays Center

Origins and Community

- [Crystal Williams](#), Associate Vice President and Chief Diversity Officer; Professor of English.

In this hour we will engage in a conversation about our origins and how we come to Bates and to our lives as academics in a way that is authentic to our diverse identities.

- *How do our personal identities and histories shape our interests and our strengths as scholars and teachers?*
- *How can we find a network of support as we develop as scholars and teachers?*
- *How can we create a community informed by our mutual knowledge of our interests and strengths?*

10:30 a.m. - 11:30 a.m.

Benjamin Mays Center

Liberal Arts 101

- Kathy Low and Margaret Imber

In this segment of our opening session, we seek to orient you to the life of a small liberal arts college in general and as experienced at Bates specifically. To situate our personal landscapes of support, we will introduce Kerry Ann Rockquemore's [Mentoring Map](#).

- *What are the general contours of a small liberal arts college?*
- *What are its defining features?*
- *What is particular about Bates with regard to its academic and social mission that makes it distinct?*
- *How does Bates compare to the educational institutions with which you have been aligned during your academic trajectory?*
- *What are your greatest hopes for your time here?*
- *What are your anxieties?*
- *What is the landscape of support that will enable you to flourish at Bates?*

11:30 a.m. - Noon.

Benjamin Mays Center

Your Life with Students: Who You Gonna Call?

- [Josh McIntosh](#), Dean of Students
- [Carl Steidel](#), Associate Dean of Students
- [Erin Foster-Zsiga](#), Associate Dean of Students for Residence Life & Health Education Alcohol, Tobacco and Other Drug Counselor
- [Tina Mangieri](#), Associate Dean for Off-Campus Study
- Colleagues in the Dean of Students Office

During this brief session, we will introduce some of the staff from the student-facing side of the administration (not that we don't ALL lean this way in principle...). The Dean of Students Office has gone through some significant transitions in the past year, with new reporting structures and several new staff members. New faculty are not alone in learning the new systems and personnel here.

- *Who in the Dean of Students Office does what?*
- *How can the Dean of Students Office can be a resource for faculty?*
- *How does one communicate effectively with the Dean of Students Office about students?*

12:00 p.m.-1:30 p.m.

Benjamin Mays Center

Buffet Lunch & Discussion of Athletics at Bates

- [Kevin McHugh](#), Director of Athletics,
- [Erica Rand](#), Professor of Art and Visual Culture and Women and Gender Studies and former Chair of the Athletics Committee,
- Members of the coaching staff.
 - [Tommy Verdell](#), Assistant Athletic Director/Compliance Officer
 - [Brett Allen](#), Head Women's Lacrosse Coach
 - [Alison Montgomery](#), Head Women's Basketball Coach

One of Bates's defining identities is as a member of NESCAC, the New England Small College Athletic Conference. The degree to which athletics defines the life of many of our students cannot be underestimated and it is instructive to hear from coaches and others involved in their lives in this way. Coaches and trainers spend far greater amounts of time with Bates student athletes than faculty do and have a perspective on their life both inside and outside the classroom that is helpful to understand.

1:30 p.m.-2:00 p.m.

Break: Nap, Run, Text, End World Hunger...

2:00-2:30 Hedge Hall, G18

***Abigail Nelson, Assistant Dean of Accessible Education and Student Support
Accommodations for Learning Differences***

We strive to design courses and adopt pedagogies that are effective with all students (e.g., universal design). The Office of Accessible Education is available for consultation and can provide information about both accommodations and student support.

2:30-3:15pm.

Hedge Hall G18

Insuring a Safe and Respectful Community for All

Gwen Lexow, Title IX Officer and Lecturer in Physical Education

Bates seeks to create as inclusive and respectful a community as possible, and has been committed to this mission since long before federal regulations and exposés of dire consequences of bad behaviors hit the media. In this session we'll hear from Gwen Lexow about some of the legal components to our compliance with federal mandates as well as a more general picture of the services and personnel in place to help you navigate this aspect of our lives together.

3:30 p.m.-4:15 p.m.

Ladd Library then Hedge G18

Library Resources

- [Laura Juraska](#), Associate Librarian,
- [Christina Bell](#), Humanities Librarian,
- [Chris Schiff](#), Music and Arts Librarian,
- [Peter Schlax](#), Science and Data Librarian,
- [Christine Murray](#), Social Sciences Librarian.

Bates has a remarkable network of support for your teaching and research available through the Ladd Library. Though small, our library is incredibly well connected to vast networks of resources, both physical and virtual, that will enable your professional life here in myriad ways. During this session, key players from the library staff will present a snapshot of the kinds of services they provide.

4:30-6:00 p.m.

Frank's Lounge, 280 College St.

What I Love about Bates

Bates Students will give some brief and informal remarks about what Bates at its best means to them.

Tuesday, August 23, 2016

8:30 a.m.-9:00 a.m.

Pettengill G65

Breakfast and Meet and Greet

9:00 a.m. – 9:20 a.m.

Introduction to Faculty Development at Bates

- Margaret Imber
- Kathy Low

Margaret and Kathy's role in your lives will extend beyond the orientation. During this brief opening time, they'll present a foretaste of the exciting faculty development opportunities coming up in the programming coordinated by the Faculty Commons for Teaching and Learning.

9:20 a.m.-9:35 a.m.

Pettengill G65

Faculty travel support

- [Jason Scheideman](#), Assistant Dean of the Faculty for Budget and Administration

Though brief, this presentation is important. Many of you are fortunate to have funds available for travel and research. Even those with more limited resources from the Dean of Faculty's Office are likely at some point to expend or desire resources that need to be made accountable for your reimbursement. Listening attentively to Jason as he explains how this is sorted out will be a true time-saver later on!

9:40-10:05 a.m.

Pettengill G65

Faculty and Academic Support Staff and Activities

- [Dan Sanford](#), Director of Writing at Bates and of the Academic Resource Commons and Lecturer in Writing;
- [Grace Coulombe](#), Director of the Mathematics and Statistics Workshop and Lecturer in Quantitative Studies
- [Misty Beck](#), Writing Specialist in the Humanities and Social Sciences and Lecturer in Environmental Studies,
- [Louise Brogan](#), Writing Specialist for Science and Quantitative Writing
- [Christopher Petrella](#), Writing Specialist in the Social Sciences

Bates has a truly wonderful support system for both faculty and students in terms of writing and quantitative literacy. Here we will introduce you to the staff and follow up with some hands-on work that will focus our attention on some practical elements of our pedagogical lives together. Dan Sanford is our newly-arrived Director of Writing and

will be straddling roles as the experienced pro he is, and also the newcomer to Bates that will make his take on this session all the more poignant.

10:15 a.m.-11:30 a.m.

G65 Pettengill

Syllabus Development:

- The Staff of Writing at Bates

Here, we'll take some time to contemplate our approach to syllabus construction as a way of talking about our courses and our pedagogies and the various levels and angles of support that we will need for ourselves and for our students.

11:30 a.m.-1:00 p.m.

Muskie Archives

The Bates Student in Context

- [Lexie Mucci](#), Program Coordinator in the Office of Intercultural Education
- [Ellen Alcorn](#), Assistant Director of the Community Engaged Learning Program and Director of the Bonner Leader Program
- [Brittany Longsdorf](#), Multifaith Chaplain
- [Kerry O'Brien](#), Assistant Dean of the Faculty
- Arts Faculty

Here we are interested in learning about the Bates student outside the classroom. The prompt for our interlocutors will be:

- *“In what context do you now and work with Bates students?”*
- *“What’s the one thing that you want new faculty to understand about the students they’ll teach this year?”*

1:00-2:00pm

Nap time (Check out the Museum of Art, the Merrill Gym, Your Horoscope...)

2:00-3:00p.m.

[Roger Williams](#) 105

Lyceum and Other Web or Digital Resources

- [Scott Tiner](#), Assistant Director for Digital Media & Classroom and Event Support,
- [Shauna'h Fuegan](#), Curricular Technology Consultant
- [Kai Evenson](#), Curricular Technology Consultant

Bates has an impressive array of technological resources to enhance your teaching and research and a wonderfully smart, willing and available staff who can help you make the most of them. While the learning curve on some of the interfaces with the digital world that Bates deploys can sometimes be daunting, we hope this session will leave you

reassured of the ease of this transition and of the amazing potential that the tech and human resources affords.

3:00-4:00pm

G65 Pettengill

The Curriculum, Student Registration and Records, Academic Integrity

- [Kathy Low](#), Associate Dean of the Faculty and Professor of Psychology
- [Mary Meserve](#), Registrar
- [Carl Steidel](#), Associate Dean of Students

In this session, we offer insight and information about the Bates academic curriculum and how to navigate it with ease and integrity.

4:30-5:30 p.m.

G65 Pettengill Hall

Introduction to the Harvard Center for Community Partnerships and community engaged learning.

- [Darby Ray](#), Director of the Harvard Center for Community Partnerships and Donald W. and Ann M. Harvard Professor of Civic Engagement
- [Sam Boss](#), Assistant Director of Community-Engaged Learning and Research

We will end with some reflections of what it means to find and engage community from a multiplicity of perspectives and segue into a walk back down into Lewiston for a final dinner together at [DaVinci's](#).

Wednesday, August 24, 2016

See attached Human Resources schedule for Staff/Faculty required workshop

Contacts:

Kathy Low, Associate Dean of the Faculty and Professor of Psychology (klow@bates.edu) | 786-6086)

Margaret Imber, Associate Dean of the Faculty and Associate Professor, Classical and Medieval Studies (mimber@bates.edu) | 786-8205)

Lori Ouellette, Administrative Assistant, Dean of Faculty (louellet@bates.edu) | 786-6067)

Upcoming events:

New Faculty first week Debrief –Fri, September 16th 4:30pm – 6:00pm, Location TBD

Harvard Center for Community Partnerships – New Faculty Reception – Fri, Sept 23rd
5:00pm-7:00pm

Monthly meetings on a variety of topics are being scheduled. Details forthcoming.