

FACULTY DEVELOPMENT NEWSLETTER

AFFIRM IDENTITY | BUILD COMMUNITY | CULTIVATE LEADERSHIP

Register for the Spring 2025 Faculty Development Series



Office of the Provost and Dean of the Faculty

JANUARY 2025 Check out the [August 2024 Faculty Development Newsletter](#).

I wish you a Happy New Year 2025 as we kick off the spring semester! May this year bring you focus, insightful discoveries, and moments of joy. I am excited to share with you the January edition of the biannual Faculty Development Newsletter, which is dedicated to sharing faculty development resources, programs, and priorities grounded in Beverly D. Tatum's ABC approach to creating engaged and inclusive academic communities: affirming identity, building community, and cultivating leadership.

While preparing this newsletter, I realized that this will be my last one, since my tenure as associate dean of the faculty will come to a close at the end of this academic year. Serving the institution in this role has been an honor and a privilege, and working along with my colleagues in the provost's office has been a source of joy. I will happily return to the faculty, however, bringing with me what I learned during these past five years to shape the next chapter of my professional life.

I remain available through June 30, so if you have any questions or would like to discuss what you have in mind, feel free to sign up for [my office hours](#), held on Fridays.

I look forward to supporting you all and I wish you a good start to the spring semester.



H el ene Visentin

Associate Dean of the Faculty and
Dean for Academic Development

Hayley Spizz, senior advisor of faculty policies, development, and equity, is my partner in our faculty development work. Please feel free to reach out to Hayley (hspizz@smith.edu) or me (hvisenti@smith.edu) with any questions. We are also open to your suggestions!

280

SESSION ATTENDEES

9 Faculty Development
Sessions in Summer 2024

19 Faculty
Development
Sessions in
Fall 2024

The provost's office strives to enable faculty to thrive at every career stage through faculty development offerings that provide mentoring and support, foster equity and inclusion, and build community.

1. Providing Mentoring and Support

Mentoring Resources

The provost's office administers [three mentoring programs](#) and keeps an updated list of [Mentoring Resources](#). To help faculty develop and/or expand a strong network of mentors, engage in effective mentoring relationships, and identify their unmet needs, I recommend the [NCFDD Core Curriculum Skill #7: Cultivating Your Network of Mentors, Sponsors, & Collaborators](#) and the NCFDD interactive [Mentoring Map](#). NCFDD will host a live guest webinar titled ["Mentoring Up for Faculty"](#) on March 25 from 2 to 3:30 p.m. For mid-career mentoring, the article ["Mid-Career Mentoring"](#) provides some advice to help faculty clarify their post-tenure pathways. On January 21, my office co-sponsored a "Re-Thinking Mentoring" NCFDD workshop—you can look at the [post-workshop resource page](#). Finally, to help faculty with their teaching, the Sherrerd Center for Teaching & Learning hosts a [Teaching Mentors program](#) with two mentors who can advise on equitable and inclusive pedagogies.

Professional Development

The provost's office recently launched the [Spring 2025 Faculty Development Series](#) and will host several [review meetings and workshops](#)—emails will be sent with more information and to invite cohorts. For additional resources, I invite faculty to explore the [Faculty Development Map](#) that charts by rank and general topic the variety of ways Smith offers faculty ongoing professional development. Other faculty development opportunities can be

found across campus: The Jacobson Center for Writing, Teaching, & Learning offers [support for teaching with writing](#); the Sherrerd Center offers [support for equitable and inclusive pedagogies](#); and the Learning, Research, and Technology team offers [support for digital pedagogy \(visit the Smith College Libraries' Meet With Us page](#) to schedule a consultation with a librarian or ITS staff). Because it is an opportunity that is too often overlooked by faculty, and one that requires planning ahead, I want to draw your attention to the [Fulbright U.S. Scholar Program](#), which offers U.S. faculty, administrators, and professionals grants to teach and/or conduct research around the world. The 2026–27 Fulbright U.S. Scholar Competition will open in spring 2025 (to receive updates, fill out a [U.S. Scholar Inquiry Form](#)).

Grants and Fellowships

As far as federal grants are concerned, the provost's office recognizes that we are going through a period of great uncertainty and confusion. Please reach out with any questions and know that the college is committed to supporting your research.

To identify funding opportunities that match their profiles, faculty can access three main databases: [Pivot Proquest](#), [GrantForward](#), and [Grants.gov](#) (for federal grants). Smith's [Office of Grants & Sponsored Research](#) can help faculty get started with these databases and can locate grant samples from faculty at liberal arts colleges. The office's website also lists opportunities and resources for faculty interested in seeking external fellowships. On March 26, the provost's office, in partnership with the Office of Grants & Sponsored Research, will host a [faculty panel on Competitive Grants and Distinguished Fellowships](#).

NCFDD Resources

Smith College is an institutional member of NCFDD (formerly the National Center for Faculty Development and Diversity), which allows all members of our community to access their professional development resources for free. Whether you want to be introduced to the [Core Curriculum](#), participate in a [live webinar](#), or subscribe to the NCFDD [Monday Motivator](#)—a weekly email that presents the Core Curriculum in bite-size portions with actionable steps and a dose of positivity—you will get something out of it! To learn how to make the most of your NCFDD membership, I recommend viewing this [webinar](#).

As a reminder, the [Smith College Moneybook](#) includes internal grants and fellowships for research and curricular development.

2. Fostering Equity and Inclusion

Support for Non-Tenure-Track (NTT) Faculty

The [Non-Tenure-Track Mentoring Team](#) is available to help non-tenure-track faculty navigate the college and be successful during their time at Smith; you can sign up for an appointment with an NTT mentor through [Google Calendar](#). NTT mentors are hosting a [Sherrerd Teaching Circle](#) again this spring. My office will host a spring meeting for NTT faculty in nonrenewable positions on February 11 as well as a meeting for lecturers and laboratory instructors in renewable positions on April 9—emails will be sent to invite cohorts. Are you looking for information? See our curated list of [helpful resources](#) for non-tenure-track faculty.

Faculty Workload Equity

There are two upcoming events related to this initiative: a spring Faculty Workload Equity Community of Support meeting for chairs on March 14 and a [faculty development session](#) open

to everyone as part of the Toward Equity series on April 1. In both sessions, we will present the work of the Faculty Workload Equity initiative led by the provost's office; create a space for participants to share their experiences; and discuss evidence-based practices to increase transparency, clarity, and accountability around faculty workload within academic units while recognizing identity taxation and acknowledging differences in context. Our work is based on a report published by the American Council on Education titled [Equity-Minded Faculty Workloads: What We Can and Should Do Now](#) (2021).

Racial Justice

The provost's office Racial Justice Action Planning (RJAP) Summary has been made public to the Smith community. It can be found on the [Toward Racial Justice at Smith](#) webpage by scrolling down to Departmental Racial Justice Action Plans and clicking on [the completed plans to-date](#). Our office is currently implementing goals related to hiring, retention, and curriculum. Save the date for the 2025 Racial Justice Action Planning Summit Panel on April 17 from 12:15 to 1:30 p.m. in the Neilson Library Skyline Reading Room, where you'll learn more about the RJAP work being done by the provost's office and other departments.

Spring 2025 Faculty Wellness Programming: Reclaiming Time for What Matters

This spring, I am excited to continue our faculty wellness programming that focuses on how we experience, use, and transform our relationship with time. Through this semester's workshops, we will reflect, connect, and explore practical approaches to navigating the demands of faculty life while fostering a sense of collective support.

Together, we will explore ways that time scarcity shapes our wellness and consider strategies to reclaim time for what truly matters. Building on the "time hacking" workshop in January, the upcoming sessions on February 12 and April 23 will focus on using resistance to clarify our values and cultivating joy as a tool for resilience and equity. These workshops are designed to inspire individual growth in tandem with contributing to refashioning what effective cultures of wellness could be across our community.

Whether or not you attend these sessions, I've appreciated the range of conversations this series has seeded among faculty colleagues. Additionally, I've curated a few resources that you can find below to supplement our in-person events. As always, feel free to email me at bjackson@smith.edu with your perspectives, questions, and hopes.



Benita Jackson, PhD MPH
Professor of Psychology and Faculty Wellness Fellow

3. Building Communities

Smith College

There are many ways to build community at Smith. Faculty can attend weekly [Liberal Arts Luncheons](#) or a [faculty development](#) session, join a [Teaching Circle](#) or a [Teaching Arts Luncheon](#) hosted by the Sherrerd Center, or take part in an interdisciplinary project led by the [Kahn Liberal Arts Institute](#). Faculty are also welcome to join an [affinity group under the auspices of the Office for Equity and Inclusion](#).

Five Colleges

The Five College Consortium supports [31 active faculty seminars](#) aimed at bringing together faculty across the Five College institutions, facilitating cross-campus scholarly conversations, and fostering community engagement. In this spirit, the Five College Consortium will hold two receptions: a New Faculty Reception on February 12 from 5 to 7 p.m. at the Hampshire College Red Barn, and a Faculty and Staff of Color Reception on February 20 from 5 to 7 p.m. at the Amherst College Powerhouse (Questions? Email

fcj-strategicengagement@fivecolleges.edu).

Finally, I am pleased to announce that Smith College will be hosting the Five College Publishing Day on May 13 at the Alumnae House. Aimed at forging connections among attending editors, writers, scholars, and publishers, this daylong event is composed of eight panel sessions dedicated to different areas of publishing and writing across the disciplines. Lunch will be provided and a wine and cheese event will close the day.

Writing in Community

Writing groups foster relationships of accountability and provide both support and motivation. To join a writing group, faculty can [register](#) for monthly Write-on-Site sessions or check out Smith's [Writing Groups](#), which can be utilized to share and identify opportunities. The Five College Women's Studies Research Center also hosts a [Feminist Writing Community](#) that offers a variety of ways to practice writing with others. Faculty can also sign up for an [NCFDD Live on Zoom: Virtual Writing Session on February 18](#) and again on [March 18](#) (10 to 11 a.m.), and/or register for the [NCFDD 14-Day Writing Challenge](#) from February 24 to March 9 (registration ends February 14).

A Short Curated List of Wellness Resources Supporting Individual Wellness Within Social Contexts

LISTEN: Podcast Series on Shadow Work

Explore a sample episode from a more extensive series on “shadow work” and self-awareness through the podcast episode *Shadow Archetype: The People-Pleaser; Healing the Fear of Disappointing Others* by Shanila Sattar '12. Founder of The Integrative Healing Academy, her conversations spark conversations about inner selves and taking outer action. [Check it out on Apple Podcasts](#).

WATCH: YouTube Interview With Dr. Kamilah Majied

Dr. Kamilah Majied—a Mount Holyoke alum, clinical educator, and mental health therapist—brings a wealth of experience on equity, mindfulness, and joy-centered leadership. This interview shares her unique approach to wellness and liberation. Note that Dr. Majied will be an in-person guest on Wednesday, April 23, in our Faculty Wellness Series. [Watch the interview on YouTube](#).

READ: The Pain Reprocessing Therapy Workbook

Learn about the most recent (and sometimes surprising) tools from psychology and neuroscience for managing pain in *The Pain Reprocessing Therapy Workbook: Using the Brain's Neuroplasticity to Break the Cycle of Chronic Pain*, co-authored by Indigenous pain psychologist Vanessa Blackstone, director of the Pain Psychology Center in Beverly Hills, California. This newly published workbook translates cutting-edge science into accessible, actionable strategies for metabolizing physical pain and fostering resilience. [Learn more by visiting the New Harbinger Publications website](#).