



What's New in OFA Programming

- **Summer Leadership Institute, May 21-24, 2018** – We're expanding our SLI to include optional tracks (dates TBD) in Diversity and Research Leadership. Check your mail or our website later in the semester for more information!
- **Faculty Learning Series** - Expand your learning to improve your effectiveness! The Winter/Spring 2018 FLS will focus on 4 themes: leadership/ department heads, working with others, career development and productivity, and diversity. Go to t.uga.edu/2Rj for a complete program description.

OFA Ongoing Programs

Faculty Affairs offers development programs for faculty, academic leaders and search committees. Options include:

- **Creating a Sustainable Writing Program** – Develop and maintain your daily writing practice by learning best practices for time/stress management and daily writing, and by providing daily and bi-weekly accountability. See our [website](#) and register for the summer cohort by emailing Susanna.Calvert@uga.edu.
- **Faculty Search Committee Training** – UGA's most important asset is arguably its faculty. Learn how to employ best practices in the faculty search process. Workshops for groups available upon request to Susanna Calvert (Susanna.Calvert@uga.edu).
- **Online Resources** - Need a flexible alternative to a workshop? The National Center for Faculty Diversity and Development (NCFDD.org) has many resources available to you 24/7. Go to NCFDD.org to create your account and access their materials on your time line!
- **Promotion and Tenure workshop dates** – Need to know the ins and outs of the P&T process at UGA? Tenure-track and clinical [P&T procedures workshops](#) on March 8 and April 18 and P&T dossier preparation workshop on Feb 28 and March 27.

See the [OFA website](#) for more [faculty resources](#) including UGA policies and procedures, and [learning opportunities](#), including a [time/stress management resource](#) list, or contact Susanna.Calvert@uga.edu for consultations, questions, or requests for training for your department or school. Register for most workshops at www.hr.uga.edu/training.

Center for Teaching and Learning

Spring 2018 Workshop and Speaker Series and 2018 Fellows for Innovative Teaching: Open Education Resources

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The Center for Teaching and Learning (CTL) Spring Workshop and Speaker Series will soon be underway. This semester, the CTL is offering workshops in active learning, learning outcomes assessment, and learning technology. Topics include "Creating a Culture of Engaged Learning in your Classroom," on January 22, where participants will learn about countering student resistance to active learning; and "Make Learning Visible: Student Video Assignments in eLC," on January 24. The National Speaker Series will feature Randy Bass (Vice Provost of Education and English Professor, Georgetown University) on February 23, and Nancy Chick (University Chair in Teaching and Learning, University of Calgary) on April 13. For details on the full list of events and to register, go to <http://ctl.uga.edu/events>.

Furthermore, we are pleased to announce the 2018 CTL Fellows for Innovative Teaching theme of Open Educational Resources (OER). Applications will be accepted through February 9th, 2018. Proposals featuring the adoption, adaptation, and/or creation of Open Textbooks, Courseware, or Educational Resources broadly in participants' departments and/or across departments will be prioritized. The activities for this program will begin in March 2018 with the UGA Affordable Learning Institute on March 20 and conclude in December 2018. For more information, visit: <http://www.ctl.uga.edu/2018-OERs>.

Office of Institutional Diversity



The Office of Institutional Diversity (OID) leads the focused effort to enhance and maintain a diverse and inclusive environment for learning, teaching, research and service at the University of Georgia. Below are three opportunities for faculty to engage with OID:

Dialogues in Diversity: Dialogues in Diversity, a lunchtime series, provides an opportunity for faculty to facilitate or engage in discussions related to diversity and inclusion. This series features a faculty member's research and provides space for participants to engage with critical content.

Certificate in Diversity and Inclusion: In collaboration with Training and Development, OID offers the Certificate in Diversity and Inclusion (CDI). The CDI creates an opportunity for faculty to improve their cultural competencies and ability to contribute to the enhancement of an inclusive environment.

Diversity Advisory Council: The Diversity Advisory Council (DAC) serves as an advisory group for OID and the Vice Provost for Diversity and Inclusion and Strategic University Initiatives. DAC assists in the design of strategies that advance diversity at UGA. OID will solicit nominations for new DAC members in spring 2018.

For more information regarding these opportunities for faculty engagement, please visit OID's website at diversity.uga.edu. If you have questions, please contact Shonte Matthews, coordinator of faculty and staff development, at swall@uga.edu.

Campus Perspectives

Enhancing Human Diversity in Ecology - The Odum School of Ecology Diversity Efforts and Philosophy



The Odum School of Ecology (OSE) feels it is important to recruit and retain diverse perspectives that enhance our ability to inform real-world problems. We have recently taken more vigorous steps to rectifying our low diversity issue, not by solely trying to hire our way out of the problem, but by working to recruit and retain traditionally underrepresented people in ecology at the undergraduate- and graduate-level.

- Formed a Diversity Committee
- Initiated new implicit-bias training requirements
- Offer unit-based training events in diversity and inclusion each semester.
- Applied for funding to support training, recruitment and admissions/hiring activities and initiatives targeted towards faculty and staff and K-12, undergraduate, and graduate students
- Engaged with diversity initiatives through scientific societies

We assert that by supporting diverse cohorts of students and postdocs, we can immediately affect this issue, and establish Odum as a global leader in promoting human diversity in ecology.

- K. Capps and J. Byers on behalf of the Diversity Committee in Ecology

OFA Programming Highlights

[Aspire Fellows Program](#) – The Aspire Fellows are half-way through their yearlong program to identify and pursue a high impact project. The Fellows meet monthly, and check in weekly through the group's eLC to continue shared learning all month. The Fellows have identified their strengths, mission and purpose statements and are using them to guide the development and implementation of their project and professional development plan.

The Spring will bring a transition where the Fellows will break into tracks within the Faculty Learning Series to refine and pursue their high impact project. We'll get an in-depth report out in our summer day-long retreat. Stay tuned!

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[Junior Faculty Learning Community](#) – Research shows that one of the biggest challenges that new faculty face is feeling isolated and getting oriented to their many new roles and responsibilities. Therefore, OFA in collaboration with the CTL and with the help of Associate Professor Adam Milewski of Geology, launched our first Junior FLC, designed to support our new faculty. The faculty participants are exploring a variety of topics of their choosing related to getting acclimated and geared for success at UGA, including identifying their mentor network, planning goals, and reflecting on their identity as a mentor and supervisor.

College of Education, Office of Diversity, Equity and Inclusion (DEI)

The Office of Diversity, Equity, and Inclusion (DEI) was developed in response to voices of College of Education (COE) faculty, staff, students, and alumni who asked for increased support in attending to multicultural and social justice issues.

Come learn with us:

- Diversity, Equity, and Inclusion Graduate Certificate
- COE DEI Conference (March 2, 2018 from 8:30 am – 1pm) – Keynote Speaker: Angie Thomas, author of *The Hate U Give*
- COE DEI Spring Speaker Series (posted on the UGA Master Calendar)
- Ally/Community-Builder Training to foster DEI allies
- Trans-Affirming Practices in Education and Health Professions training
- DAWG Talks: Conversations that Matter
- Exploring Privilege Groups

For more information, email Associate Dean of the COE Office of Diversity, Equity, and Inclusion Dr. Anneliese Singh (asingh@uga.edu) or Brean'a Parker (breana.parker24@uga.edu), and visit our website at: <https://coe.uga.edu/directory/offices/diversity-equity-inclusion>

Professional Development Offerings from Human Resources' Training & Development Center

Training & Development offers a wide variety of classes, workshops, and resources for all UGA faculty and staff, including:

- Professional Development – The February 9 Professional Development Book Club' selection is *Leaders Eat Last: Why Some Teams Pull Together and Others Don't* by Simon Sinek. Many workplaces are driven by cynicism, paranoia, and self-interest but the best foster trust and cooperation by building Sinek's "Circle of Safety" that separates the security inside the team from the challenges outside.
- Supervisor Development – Supervisory Excellence Fundamentals, designed for all faculty and staff supervisors, will be February 27 & 28. This 1.5 day workshop offers essential knowledge all UGA supervisors need to successfully fulfill the requirements of their critical role.
- Leadership Development – High Impact Leadership: Essentials, April – May, is focused on developing individual leadership capacity. This 6-week cohort program is open to anyone at any level interested in building a strong foundation of essential leadership skills.
- Many more classes on Well-being, Diversity & Inclusion, Emergency Preparedness, Non-Discrimination and Anti-Harassment, Academic Advising, and UGA systems and applications.

View the course schedule on the Training & Development website or contact Training & Development at training@uga.edu or 542.7062 with questions.