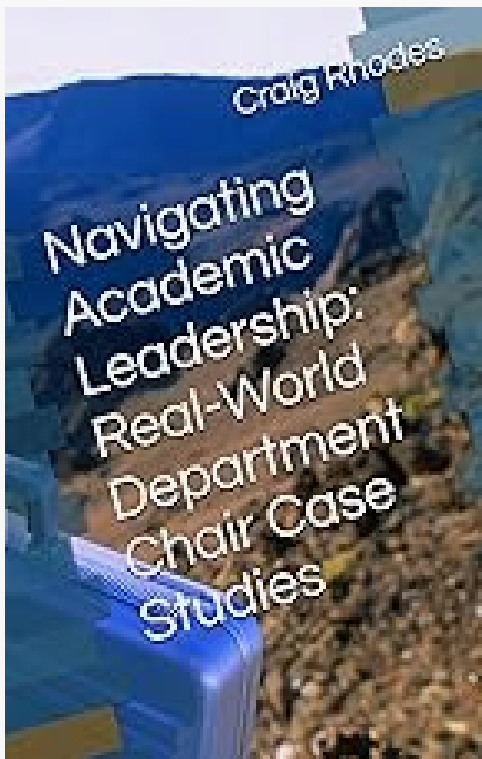




Faculty Success Today

Faculty Success Today Newsletter




Empowering Faculty, Elevating Futures

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DEI UNDER FIRE: FACULTY RESPONSES THAT MATTER

With legislative and institutional shifts, diversity, equity, and inclusion initiatives face renewed scrutiny. Faculty are caught in the middle—wanting to stay true to values while navigating risk.

WAYS TO RESPOND WITH COURAGE AND STRATEGY:

- ALIGN DEI WORK WITH STUDENT SUCCESS OUTCOMES.
- REFRAME EFFORTS AS INCLUSIVE EXCELLENCE.
- PARTNER WITH CAMPUS LEGAL/ADVOCACY OFFICES.

 **REMEMBER: EQUITY WORK IS ACADEMIC WORK.**

RECLAIMING TIME: THE CALENDAR AUDIT

ARE YOUR BEST HOURS CONSUMED BY MEETINGS THAT COULD'VE BEEN AN EMAIL? TRY THIS 3-STEP CALENDAR AUDIT:

1. COLOR-CODE BY TYPE: RESEARCH, TEACHING, SERVICE, ADMIN.
2. IDENTIFY "DEAD ZONES" (LOW ENERGY, LOW RETURN).
3. REASSIGN OR ELIMINATE WHAT DOESN'T SUPPORT YOUR PROFESSIONAL GOALS.

 **FACULTY WHO AUDIT THEIR CALENDARS MONTHLY REPORT HIGHER SATISFACTION AND PRODUCTIVITY.**

FACULTY LEADERSHIP CORNER:

BUILDING INFLUENCE WITHOUT A TITLE
FORMAL ROLES AREN'T THE ONLY PATH TO LEADERSHIP. WHETHER YOU'RE A LECTURER OR AN ASSISTANT PROFESSOR, YOUR VOICE CAN SHIFT CULTURE.

MICRO-STRATEGIES FOR INFLUENCE:

- ASK POWERFUL QUESTIONS IN MEETINGS.
- SHARE RESOURCES OTHERS CAN USE.
- MENTOR INFORMALLY; MODEL SOLUTIONS.

LEADERSHIP ISN'T ABOUT POSITION—IT'S ABOUT PRESENCE.

TEACHING TIP: DON'T GRADE EVERYTHING

MORE FEEDBACK DOESN'T ALWAYS MEAN BETTER FEEDBACK. RESEARCH SUPPORTS TARGETED, TIMELY, AND TRANSPARENT GRADING.
TRY THIS:

- GRADE MAJOR ASSIGNMENTS ONLY.
- USE PEER FEEDBACK AND SELF-ASSESSMENT TOOLS.
- CREATE "LOW-STAKES" WRITING MOMENTS WITHOUT EVALUATION.

 **STUDENTS LEARN MORE WHEN THEY REFLECT, NOT JUST REACT TO GRADES.**

MESSAGE OF THE MONTH: YOUR VOICE MATTERS

EVERY MEETING WHERE YOU SPEAK UP FOR FAIRNESS, EVERY SYLLABUS YOU TWEAK TO MEET STUDENTS WHERE THEY ARE, EVERY TIME YOU ADVOCATE FOR YOURSELF OR A COLLEAGUE—YOU ARE SHAPING THE ACADEMY.
THE INSTITUTION MAY NOT SAY IT EVERY DAY...
BUT WE WILL:
YOU ARE NECESSARY. YOU ARE POWERFUL. YOUR VOICE MATTERS.
KEEP SPEAKING. KEEP SHAPING. KEEP RISING.

