

EMERGING FACULTY LEADER ACADEMY

Background

During the 2013 NASPA conference, when the NASPA Faculty Division was announced, there were comments raised regarding the need for faculty support especially at the early career stage. Faculty expressed the need to be able to discuss curricular ideas, brainstorm research topics and hear advice about the tenure and/or promotion process with experienced faculty members in the field. The initial approach to meeting these needs was to create a one-to-one mentoring program. NASPA has recently created an additional mentoring opportunity especially designed for early career faculty, the Emerging Faculty Leader Academy, which is selective and distinguished as an honor. This program will provide opportunities for select early career faculty to incorporate knowledge, advice and experiences from seasoned faculty/staff leaders and other experts on how faculty can provide leadership within the field.

Summary of Initiative

The NASPA Emerging Faculty Leader Academy is a one-year program for emerging faculty leaders who want to gain knowledge, techniques and experience in order to develop and sustain a fulfilling faculty career. Seven participants will participate in on-line educational sessions in order to gain additional knowledge and skills about being a leader as a faculty member. Potential topics may include: teaching strategies and curriculum development, resources to deal with issues of promotion or tenure, merit and performance, and serving within professional associations such as NASPA.

The cohort who completes the NASPA Emerging Faculty Leaders Academy will be able to:

- Define leadership in a faculty role for themselves
- Identify individual plans to excel in a faculty career
- Target at least one "take away" from the individual plan to actuate
- Expand network of colleagues to collaborate within faculty work
- Explore ways to be involved in NASPA as a faculty member

Expectations and Commitment of Program Participants

The one year initial involvement in the Academy is only the beginning of an expectation to progress and practice leadership while mentoring other faculty. Participants are expected to make NASPA and the Academy program a priority professional experience and actively participate in all planned activities. Participants will be expected to be involved actively in the association and its professional development work, i.e. presenting at NASPA sponsored conferences, publishing in NASPA journals, serving at the regional and/or global level of the NASPA organization.

Benefits of Participation

Being selected to participate in this Academy has many inherent benefits. Some of the more tangible benefits are listed below:

- Conference fee waived for newly selected participants to attend the annual NASPA conference
- Lunch at the NASPA conference for participants of the Academy with key NASPA Academy contributors
- Special orientation session for new Academy participants

- Individual opportunities to network with key professionals in the field
- Certificate of completion
- Recognition in the field as a member of this select group

Applicant Profile

Applicants should have the following traits and characteristics:

- Have been a faculty member in a student affairs and/or higher education graduate program for no more than three years
- Demonstrate promise as an early career faculty member
- Demonstrate dedication and passion to teaching student affairs and/or higher education for the next decade
- Attend all conference calls and meetings from selection (NASPA Annual Conference) through graduation (following NASPA Annual Conference).

Preference will be given to individuals who have been NASPA members for at least two years. NASPA welcomes applications from all individuals that meet the application requirements and does not discriminate on the basis of race, color, national origin, religion, sex, age, gender identity, gender expression, affectional or sexual orientation, or disability status.

Application Process

Please see the EFLA website at <https://www.naspa.org/constituent-groups/professionals/faculty-initiatives/initiatives> for the direct link for application.

Applications will be posted in August, with the deadline in late Fall. Selected applicants will be notified by late December/early January.

Application materials include:

- Demographic Profile Form
- Applicant responses to a writing prompt (no more than 500 words per writing prompt)
- One letter of support from a direct supervisor
- Abbreviated vita (no more than 5 pages) outlining:
 - Teaching activities
 - Service activity (Priority will be given to those who demonstrate service to NASPA)
 - Scholarly work