



# National Center for Faculty Development & Diversity

## ABOUT THE NCFDD

The *National Center for Faculty Development and Diversity (NCFDD)* is an independent professional development center that is 100% dedicated to helping faculty make successful transitions throughout their careers. We work with colleges, universities, organizations, and individuals to ensure faculty success. Our programs and services help faculty to increase writing productivity, establish and maintain work-life balance, create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home. Our offerings include NCFDD Institutional Membership, our signature Faculty Success Program (FSP), Campus Workshops, and, for newly tenured faculty and FSP alumni, our Post-Tenure Pathfinders Program.

## OUR FOUNDER

Kerry Ann Rockquemore, PhD, is the Founder of the NCFDD. She is the author of three books: *Beyond Black*, *Raising Biracial Children*, and *The Black Academic's Guide to Winning Tenure without Losing Your Soul*, as well as over two dozen articles and book chapters. Kerry Ann's award-winning work with under-represented faculty has been featured in *Diverse Issues in Higher Education*, and she writes an advice column for *Inside Higher Ed*.

## OUR CORE CURRICULUM

The NCFDD's empirically-supported core curriculum is designed to support the development of 10 Key Skills and Strategies that lead to academic success. The skills and success habits that we train our members to establish and develop include:

- Strategic planning
- Developing a consistent daily writing habit
- Aligning time with evaluation criteria
- Confronting and overcoming writing resistance
- Resolving conflict in a healthy way
- Learning the art of saying “no”
- Managing stress and rejection
- Cultivating a network of mentors, sponsors, collaborators



Our core curriculum is based on empirically-tested resources that are best practices for every faculty member. These foundational skills are critical to academic success and transcend discipline, rank, race, and gender, which means that our resources can benefit a large number of faculty, graduate students, and post-docs at any institution. However, our curriculum also directly addresses the unique challenges and obstacles that under-represented scholars face. This is a highly unique aspect of our curriculum and ensures that our resources are essential tools for under-represented members on campus.

### **NCFDD INSTITUTIONAL MEMBERSHIP**

The Institutional Membership is an annual subscription for an *unlimited number* of faculty, graduate students, post-docs, and administrators at an institution. This membership grants members on-demand access to our online members-only resources. Broadly speaking, these resources provide external mentoring and professional development training centered on helping faculty achieve outstanding research and writing productivity while having a full and healthy life off-campus. The annual fee for NCFDD Institutional Membership is \$20,000 per institution, per campus. The membership duration is 12 months and begins on a mutually agreed upon activation date.

#### **DELIVERABLES**

Institutional Membership provides faculty, graduate students, administrators, and post-docs access to:

- The weekly Monday Motivator
- Monthly Core Curriculum webinars
- Guest Expert Webinars and Multi-Week Skill-Building Courses
- Our Dissertation Success Curriculum for advanced graduate students
- 14-Day Writing Challenges
- A private Discussion Forum for peer-mentoring and problem-solving
- Monthly accountability buddy matches
- Moderated monthly writing challenges
- Full library of previous webinar and multi-week course recordings

The above outlines the benefits of membership from the point-of-view of individual faculty. From an institutional perspective, the NCFDD Institutional Membership provides a powerful recruitment, retention, and support mechanism for faculty, graduate students, and post-docs, particularly those from under-represented populations. Due to the growing awareness of the substantive nature of our core curriculum, under-represented faculty are increasingly viewing NCFDD membership as a positive and tangible sign of a university's commitment to diversity.

#### **INSTITUTIONAL MEMBER BENEFITS FOR OTHER PROGRAMS**

Institutional Members have benefits for our Faculty Success Program (FSP) and Campus Workshop offerings. These benefits are outlined under the FSP and Campus Workshop headings below.

## **THE FACULTY SUCCESS PROGRAM (FSP)**

NCFDD's 12-week Faculty Success Program (FSP) is an intensive virtual bootcamp where academics work directly with a coach and small peer group to *implement* the skills and strategies taught in our core curriculum. The program is for tenure-track and tenured faculty who are looking for the perfect combination of intense accountability, coaching, and peer support to propel their research productivity and work-life balance to new levels.

### **THE FACULTY SUCCESS PROGRAM INCLUDES**

- **Weekly Training Modules** where participants learn the skills and strategies that increase productivity and promote work-life balance
- **Small Group Accountability Calls** that enable participants to connect deeply with other academics and our dedicated Faculty Coaches to receive individualized guidance, problem-solving, and support
- **Access to our exclusive FSP online community** to track productivity, interact with other program participants, ask questions, get feedback, share resources, exchange ideas, find support, and more
- **Access to Private Coaching** with our Master Coaches

### **BENEFITS FOR FACULTY**

- Greater success in publication and securing external funding for their research
- Increased confidence in themselves as independent scholars
- Healthier relationships with departmental colleagues
- Increased interaction with campus mentors, sponsors, and support services
- Increased job satisfaction and commitment to their current institution

### **BENEFITS FOR INSTITUTIONS**

- An outsourced, cost-effective mentoring community
- Efficient, on-demand delivery of professional development training and support
- An increased mechanism of individualized support for under-represented faculty
- Concrete support plans to offer new faculty as a benefit in the recruitment process

### **FSP TUITION**

The tuition for FSP is \$3,950 per person, per session, though we often provide an Early Bird Discount. We offer the program three times per year: Fall, Spring, and Summer.

### **FSP INSTITUTIONAL MEMBER BENEFITS**

Institutional Members are eligible for priority registration, which means that they are able to reserve and register seats ahead of the public registration period. The Alumni Program is an additional key benefit of being an Institutional Member. After completing one session of FSP, faculty can continue to enroll in the FSP Alumni Program free of charge for as long as their institution remains a member.

## **CAMPUS WORKSHOPS**

The NCFDD offers on-site workshops facilitated by our trained and certified campus workshop facilitators – tenured faculty who have mastered our Faculty Success Program. The workshops are broadly organized around three main themes: academic writing, mentoring, and time management. They also vary somewhat by intended audience (i.e., pre-tenure faculty, post-tenure faculty, or campus leaders). We offer campus workshops in three formats: full day, half day, and keynote. Example campus workshops include:

- Mentoring 101: How to Get What You Need to Thrive in the Academy
- Every Semester Needs a Plan
- Tenure & Time Management: How to Manage Your Time So You Can Publish Prolifically AND Have a Life beyond the Ivory Tower
- Building a Publishing Pipeline: Concrete Strategies for Increasing Your Writing Productivity
- Solo Success: How to Thrive in the Academy When You're the Only \_\_\_\_\_ in Your Department

### **CAMPUS WORKSHOP FEES**

Fees include all travel and accommodations for our facilitator and are priced as follows:

- Full-Day Workshop (6 Hours): \$9,500
- Half-Day Workshop (3 Hours): \$7,500
- Keynote (60-90 Minutes): \$6,500

### **CAMPUS WORKSHOP INSTITUTIONAL MEMBER BENEFITS**

Institutional Members are eligible to receive a discount off the workshop fee if they book a workshop within 30 days of their membership activation date, and within 30 days of their annual renewal date.

## **POST-TENURE PATHFINDERS PROGRAM**

NCFDD's Post Tenure Pathfinders Program is a 12-week virtual program that provides a space for recently tenured faculty to pause, engage in a discovery process about what's possible in their next chapter, and build the support network necessary to move powerfully in that new direction. The program is specifically for alumni of our Faculty Success Program who are recently tenured and want to find their post-tenure pathway, or for mid-career faculty members who want to plan their next chapter.

### **POST-TENURE PATHFINDERS TUITION**

The tuition for our Post-Tenure Pathfinders Program is \$2,950 per person, per session, though we often provide an Early Bird Discount.

**If you have any questions regarding the NCFDD Institutional Membership or member benefits, please contact [institutionalmembership@facultydiversity.org](mailto:institutionalmembership@facultydiversity.org) or call 313.347.8485, ext. 2**