

**Design a New Faculty Fellows Program to provide training on the nuts & bolts of navigating the university and opportunities to share research with other cohort members.**

**CURRENT CHALLENGE:**

As an EEO designee, I have observed a movement across Fresno State to attract active researchers and to make more efforts to work collaboratively across disciplines. When I first started at Fresno State three years ago, I was one of only four new hires in my college, and the only new hire in my academic building. Though I eventually reached across and forged relationships outside my small program, the experience was initially isolating, especially as the only tenure-track faculty in my program. Though new faculty are required to attend a two day orientation, the university's lack of sustained efforts to support new faculty in our first year made it difficult for me to maintain personal and professional connections to other faculty in my cohort.

**PROPOSED SOLUTION:**

My solution is a New Faculty Fellows Program that would provide both training on the nuts and bolts of navigating the university and opportunities to share research with other cohort members. This would consist of workshops on the various departments and services, the grant application process, classroom management, working with community organizations, and faculty rights, and would also include panel discussions by other junior faculty and university leadership. This program would be voluntary if compensation is not possible.

**BENEFITS TO FRESNO STATE:**

This solution would benefit Fresno State because new faculty will be better prepared to address student needs; they will have more positive morale due to research support and campus-wide collegiality, and because Fresno State is investing in empowering them, they will feel more invested in Fresno State. This program would also put Fresno State on par with other universities committed to faculty diversity, recruitment, and retention.

**ADDITIONAL INFORMATION:**