

LEADERSHIP DEVELOPMENT OF DEPARTMENT CHAIRS

Chairs are given the opportunity to attend regional chair workshops and other professional development opportunities.

FACULTY ACHIEVEMENT AWARDS - Each year, faculty are recognized for outstanding achievement in teaching, scholarship and service through a number of awards. Faculty are nominated by students, alumni and peers, and the recipients are chosen by a faculty committee and announced at commencement.

Achieving Balance In Work and Life

A variety of flexibility options are available for faculty to utilize throughout their careers. Albright offers extended family leave in addition to that allotted by the Federal FMLA, phased retirement options, tenure-clock stoppage, support for dual-career academic couples, and discounted rates for the Albright Early Learning Center. Albright also offers a variety of other benefits such as medical, dental and vision insurance; flex spending accounts; unlimited leaves; temporary housing when available; moving expense coverage up to \$3,500; tuition remission; tuition exchange; and shared positions.

BUILDING COMMUNITY - Faculty are encouraged to participate in activities that enhance and develop the Albright community, such as the Faculty Bridge Club, cultural events hosted by various organizations, two faculty lunches every year, College-wide parties, and a variety of other events throughout the year. Faculty are encouraged to support students by attending student activities and developing events for Albright's unique Experience Program.

HERC RESOURCES - Albright is a member of the NJ/Eastern PA/DE HERC, which offers information related to faculty recruitment and retention. It provides resources for job seekers and helps identify the regional and lifestyle resources needed to ease the transition to a new job and provides information for and about dual-career couples. For more information, visit www.njepadeherc.org.

COACHE PARTICIPANT - Albright is proud to be a participant in the Collaborative on Academic Careers in Higher Education, a Harvard-based consortium of over 150 institutions committed to making academia a more inviting and equitable place for faculty. To find out more about COACHE, visit www.isites.Harvard.edu/coache.

THE ALBRIGHT EARLY LEARNING CENTER - At Albright, the next generation is as important to us as our young adult students. The Early Learning Center provides a caring and educational environment for pre-K children. Located about a mile from campus, the Center is fully accredited by the National Association for the Education of Young Children.

THE SCHUMO CENTER FOR FITNESS AND WELL-BEING

A state-of-the-art facility, the Schumo Center houses workout equipment, massage therapy, and fitness classes. Recent offerings of the Schumo Center include Zumba, Yoga, and X-Biking classes. The Schumo Center is open to faculty and their immediate families.

Office of the Provost

610-921-7643

provost@alb.edu

Office of Human Resources

610-921-7654

hr@alb.edu

FACULTY



This brochure was made possible with generous support and funding from the Alfred P. Sloan Foundation and the American Council on Education through the Sloan Grant for Faculty Career Flexibility.



Faculty Development at Albright

“Our mission is to inspire and educate the scholar and leader in each student, building on a strong foundation in the liberal arts and sciences and a commitment to a lifetime of service and learning.”

The collegiate environment is highly rewarding. At Albright College, you will find a community where the faculty are highly regarded and viewed as a tremendous asset, an intrinsic strength of the College. Faculty members choose Albright because it is a place where their creative and scholarly endeavors are valued and their dedication to their students is supported. For these reasons, the College offers an array of activities to inspire teaching excellence, encourage collaboration, and promote professional growth, scholarship and service. “We provide a multitude of professional development programs and resources,” states Andrea E. Chapdelaine, provost and vice president for Academic Affairs. “It is an investment we make in our faculty which recognizes them as teachers, as scholars, as professionals, and as people. The result—quality academic programs and engaged, committed faculty.”

Welcoming First-Year Faculty

MENTOR PROGRAM - Senior faculty members act as advocates and mentors for new faculty, offering support and information about the inner workings of the College from how to get travel reimbursements to the status of the general education curriculum review. Mentors are here to answer questions, direct newly hired faculty to the appropriate places for specific career needs, and serve as a sounding board for ideas.

NEW-FACULTY ORIENTATION - New-faculty attend a full-day informational program where they are introduced to the College and their individual responsibilities and meet colleagues and administrators. New-faculty orientation is a great opportunity for new-faculty beginning or continuing their careers at Albright.

NEW-FACULTY WORKSHOPS - New-faculty workshops are offered throughout the academic year as a follow-up to new-faculty orientation and in lieu of committee assignments during the first year of teaching. The workshops address topics such as funding and grants, academic support services, faculty governance, evaluations and reviews, undergraduate research, and advising.

PROVOST OFFICE HOURS - Once a week, faculty have the opportunity and are encouraged to join the provost in the Campus Center in order to help foster this relationship and to discuss ideas or concerns.

FACULTY

Encouraging Professional Development

SUPPORT FOR TEACHING - In addition to scholarship and grant support, Albright supports teaching and learning in a variety of ways, including awards for course development; the Geiser House, which serves as a center for career development, internships, service learning, undergraduate research, and study-away programs; educational technology tutorials and workshops; and the Academic Learning Center, which provides support to special-needs students. Faculty are encouraged to attend monthly brownbag lunches where they discuss the practical aspects of teaching such as teaching first-year seminars, team teaching, grading, and supervising internships. With a diverse campus and an emphasis on interdisciplinary study, we provide funding so faculty may host cultural events to enhance student learning outside of the classroom. Faculty are also encouraged and supported in their endeavors to attend national conferences on teaching.

TEACHING VARIETY - Faculty are encouraged to expand their areas of expertise through interdisciplinary and/or team-taught courses, first-year seminars, service learning, and study-away opportunities.

EDUCATIONAL TECHNOLOGY - Technology has become a part of student education, and faculty are encouraged to take advantage of the ability to reach beyond the classroom through the use of technology. We offer technological training to our faculty in a variety of areas, from how to use the library's online databases to the intricacies of using Moodle, our web-based course management system. The library's technology staff and our IT staff are always helpful in answering any questions.

FACULTY DEVELOPMENT GRANTS - Faculty development grants are provided to support scholarly activities such as research, publications, artistic performances, conference participation and attendance, course revision, new course development, graduate course work, participation in professional workshops, seminars and publications.

SUMMER FACULTY AWARDS - Two summer awards, one for research and one for teaching, serve to support all forms and phases of faculty scholarship and teaching. The Summer Teaching and Learning Award supports time invested in researching, developing, and implementing methods and materials to significantly enhance teaching and student learning either for new course development or for major revision of an existing course. The Research Award provides faculty with the collection of materials; production of creative works, writing, laboratory and/or field research; and other scholarship necessities.

GRANT SUPPORT - The Grants Office helps faculty obtain external funding for a wide variety of needs—from research and professional development to program enhancements, including equipment acquisition, student research, program development, and community outreach programs. The office provides assistance with researching funding sources, institutional information, and the writing and editing of grant applications.

DEAN'S SEMINARS - Throughout the year, faculty are invited to informational seminars on topics of interest to the faculty community.

ACRE PROGRAM - Through this interdisciplinary program, offered during both the Interim and summer breaks, students conduct research or creative activity in partnership with nurturing faculty members. Faculty and students receive a stipend and supply budget, and the students also receive room and board.

SABBATICAL LEAVES - Sabbatical leaves are granted to tenured faculty whose planned leave project is deemed to serve both the faculty member and the College as a whole. Upon return from the leave, faculty share the outcomes at events open to all community members.

Fostering Professional Growth

RANK AND TENURE PROCESS - Tenure review occurs at the end of six consecutive years of service to the College and is primarily based on teaching excellence, although scholarship/professional development and service commitments are also important considerations. All faculty are reviewed in their second and fourth years so they may receive feedback and guidance throughout the tenure process. We create more flexibility within the rank and tenure process through our tenure-clock stoppage policy and the opportunity for early review.